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Ms. M's bravery in speaking up about Senator Meredith must be wake-up call

Vicky Mochama

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ILLUSTRIOUS ILLUSTRATIONS

How well do you know the history of these cartoon Canadians? Take our test

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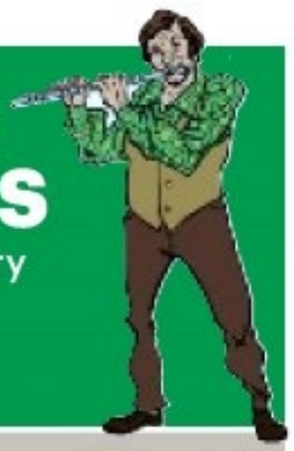

Toronto metro

ARE LITTLE LIBRARIES ELITIST?

metroNEWS

Your essential daily news | THURSDAY, MAY 11, 2017 | High 12°C/Low 8°C Partly cloudy

Jermaine Henry will be facilitating workshops on how to create safe spaces/ intervene in negative situations.
EDUARDO LIMA/METRO

WAGE LOVE!

BREAK THAT BARRIER

From spoken word to speaking up, this Toronto artist wants to talk honestly about what separates us

metroNEWS

The very first TTC worker tested busted

DRUG AND ALCOHOL

Employee — not a driver — given breathalyzer blew over limit

The very first employee subjected to the TTC's new random drug and alcohol testing policy has been suspended for being impaired on the job, the transit agency says.

The TTC began randomly testing its workers for substance abuse on Monday, with about eight or nine workers selected, according to agency spokesperson Brad Ross.

The first employee given a breathalyzer on that morning blew over the limit, according to Ross. He was found to have a blood alcohol level of more than .04 per cent, which the agency considers impaired.

Ross said the positive test was "disappointing, needless to say."

"But it does affirm that clearly random drug and alcohol testing is needed," he said. "We're hopeful that as we move forward … that the message will be heard loud and clear that we take this very seriously, that safety will not be compromised."

The employee was not a driver but is among about 10,000 workers in positions that the agency has deemed "safety-sensitive" and eligible for testing. He has been suspended with pay.

Ross couldn't say what additional discipline the employee could face, stating that every incident is treated on a case-by-case basis. The agency is still waiting for the results of the employee's drug test.

Kevin Morton, secretary-treasurer of Amalgamated Transit Union Local 113, said in an interview Wednesday that he believed the positive test was a "one-off" and that there is no systemic substance abuse problem at the TTC.

"Obviously this person may have a problem and we're going to do everything we can to help them," he said.

Local 113, which represents more than 10,000 TTC employees, had fought for years to block management's attempts to implement random testing. The union argued that it violated workers' rights. Last month the Ontario Superior Court upheld the policy, however.

In its court filings, the transit agency cited evidence from a TTC investigator who determined there was a "culture of drug and alcohol use" among the workforce that was putting the public at risk.

TORSTAR NEWS SERVICE

City close to four new bike lanes after putting brakes on 100 new kms worth metro NEWS

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metro NEWS

Your essential daily news

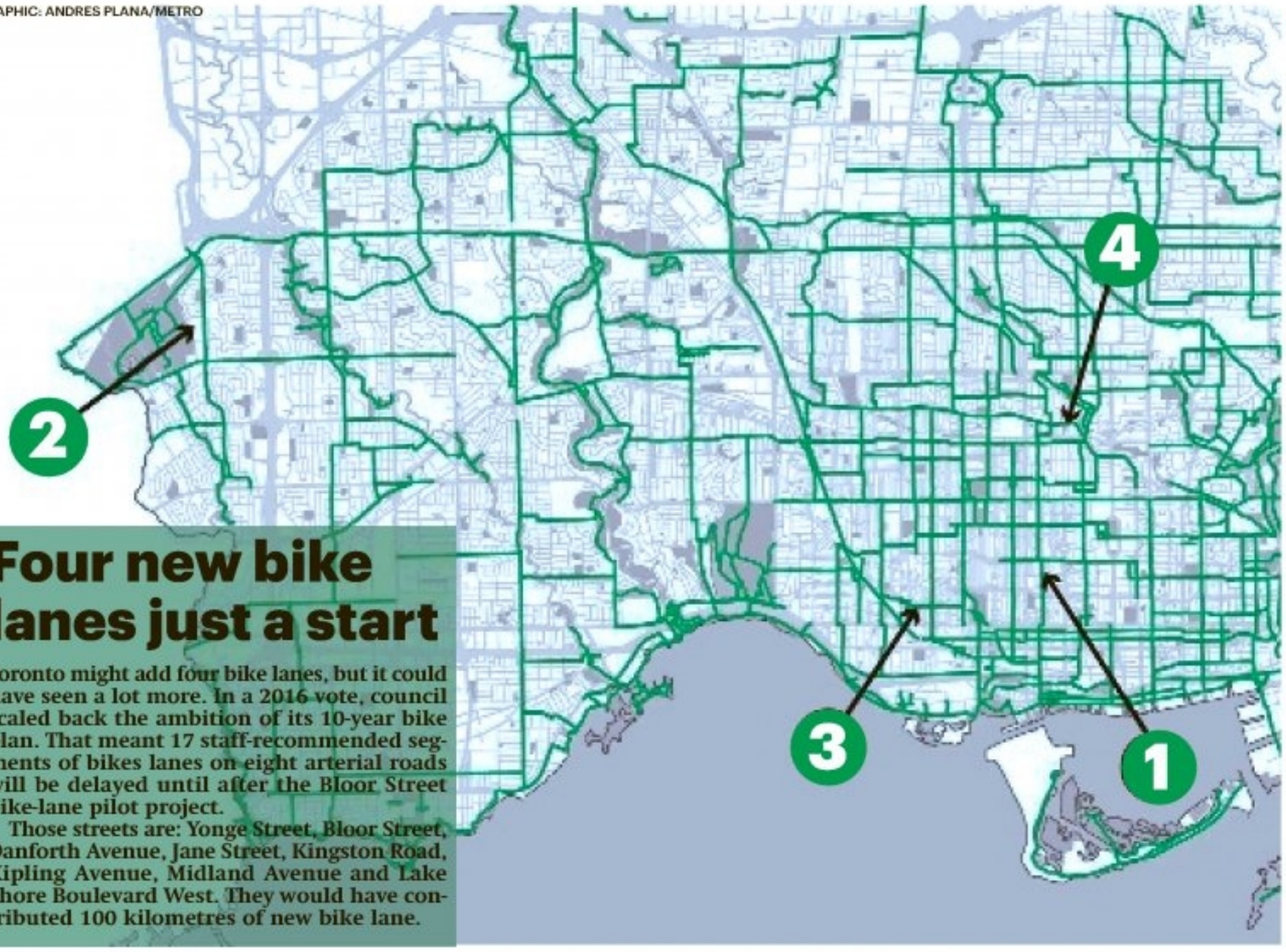
U.S. reacts to FBI director's firing as Trump welcomes Russian foreign minister to White House. **World**

Cycling towards the future

Toronto's Public Works Committee endorsed four new bike lanes on Tuesday, even if Coun. Giorgio Mammoliti clamoured for no bike lanes, ever. The projects still have to be approved by a majority of council later this month, but here's what cyclists can look forward to.

DAVID HAINS METRO, WITH FILES FROM TORSTAR NEWS SERVICE

GRAPHIC: ANDRES PLANA/METRO



Four new bike lanes just a start

Toronto might add four bike lanes, but it could have seen a lot more. In a 2016 vote, council scaled back the ambition of its 10-year bike plan. That meant 17 staff-recommended segments of bikes lanes on eight arterial roads will be delayed until after the Bloor Street bike-lane pilot project.

Those streets are: Yonge Street, Bloor Street, Danforth Avenue, Jane Street, Kingston Road, Kipling Avenue, Midland Avenue and Lake Shore Boulevard West. They would have contributed 100 kilometres of new bike lane.

1 DENISON-BELLEVUE, BETWEEN QUEEN AND COLLEGE

This north-south route would introduce a contra-flow lane allowing northbound travel, and sharrows on parts of Denison and Augusta. It's part of the city's plan to have more bike lanes on quiet streets.

2 RENFORTH DRIVE, BETWEEN EGLINTON WEST AND RATHBURN ROAD

This bike lane provides a cycling route for students at Michael Power-St. Joseph High School, Mother Cabrini Catholic School and Hollycrest Middle School. It coincides with scheduled road resurfacing.

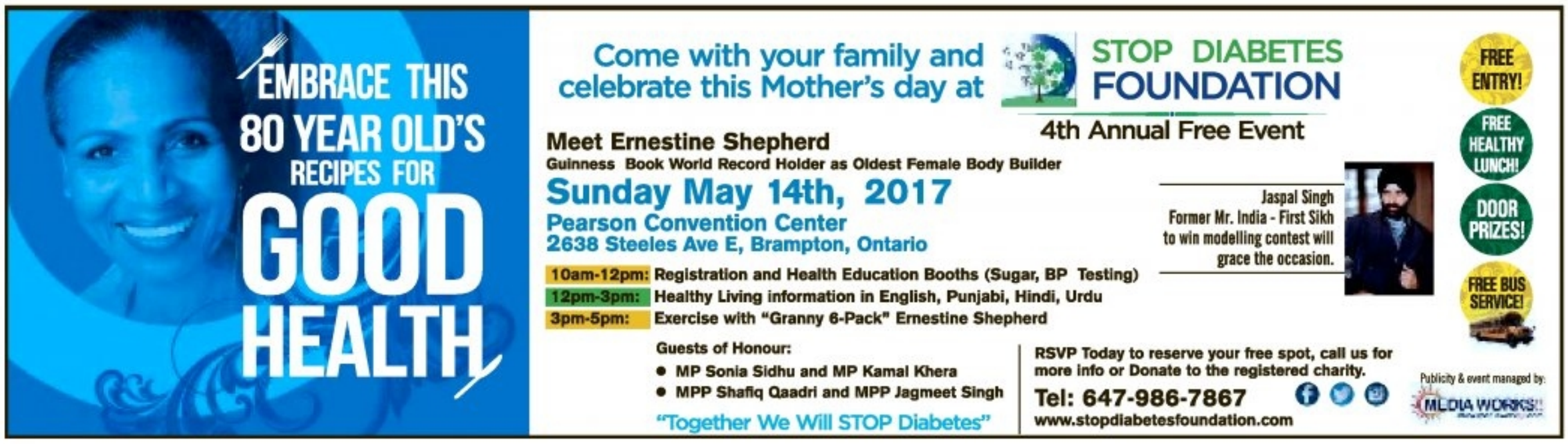
3 WATERLOO AVENUE

These contra-flow lanes in the Little Portugal neighbourhood will go westbound on the north side of the street. There's also a proposed pick-up and drop-off area for the students at Alexander Muir/Gladstone Avenue Public School.

4 DAVENPORT ROAD, BETWEEN SPADINA AVENUE AND MADISON AVENUE

Davenport Road, between Spadina Avenue and Madison Avenue.

Although the Davenport bike lane is currently broken up for on-street parking, more than 1,000 people used it in one day, according to a city study. The proposal recommends that the seven underused parking spaces be removed to make way for the bike lane.



A platform for integration

THE LIVELIHOOD PROJECT

Initiative helps immigrants, refugees find their footing

Gilbert Ngabo
Metro | Toronto

If you drop by this new space in the heart of Kensington Market, you could make a new friend, learn a word in a foreign language or sip on a delicious Syrian chai.

That's partly what Arash Samimi had in mind when he co-founded The Livelihood Project last October.

"We really want these people to create this environment, and be a part of why the place is what it is," said Samimi. "It's not up to me to tell them what to do, but themselves to figure out what works and just do it."

Livelihood Kitchen & Café, one of the project branches, offers a platform for newcomers and other individuals to explore career choices. The place has slowly become a mini community hub for people from different countries who face barriers on their path to employment.

As Toronto continues to be among the country's top destinations for immigrants and refugees, Samimi says governments and larger organizations do a lot to help newcomers socially settle and integrate.

"But there's no systematic approach towards economic integration of these newcomers," he said, noting it's the best way to help people find their footing.

The Kensington site offers newcomers a chance to get together, share experiences and interact with the rest of the Canadian community. In addition to baking and cooking, newcomers also organize book readings as well as weekend tours to explore the city together.

The project is also organizing workshops on employability, focusing on social and technical skills.

"Our approach is people-focused. We're just trying to give them a platform so they can be innovative," said Samimi.

> **Our approach is people-focused. We're just trying to give them a platform so they can be innovative.** Arash Samimi

Amina Mohamed, 26, is one of the people working at the Livelihood Kitchen & Café in Kensington Market. EDUARDO LIMA/METRO

CAREERS

Initiative aims to help newcomer researchers get jobs in their field

A new project looks to bridge the career gap for internationally-educated researchers as they go through the integration process.

Immigrant Insights Scholars Initiative awards fellowships to newcomers who qualify as epidemiologists, statisticians and evaluation experts. With the grants, they pursue career-development programs, mentorships and networking opportunities through academic and research institutions across the country.

The initiative is led by Access Alliance, a Toronto non-profit that provides services and addresses health issues for vulnerable immigrants and refugees. It's an attempt to tackle the long-standing issue of qualified immigrants who end up in precarious employment as their credentials are not approved in time or just can't break into their respective domains.

"As a country we are losing out on so much," said Yogendra Shakya, senior research scientist at Access Alliance.

"Some of these newcomers are overqualified and their skills are easily transferable in our economy. All they need is local knowledge."

Three inaugural scholars — from Bangladesh, Ethiopia and Iran — were each offered a $30,000 fellowship to spend a year immersed in research programs at McMaster University, St. Michael's Hospital and the Institute for Work and Health.

Shakya said in addition to the annual fellowships, the Alliance will create a researchers support network for more qualified newcomers to get peer-to-peer support to help them break into stable careers.

More details can be found at accessalliance.ca

GILBERT NGABO/METRO

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City paid little for social housing repairs: Analysis

FUNDING GAP

Refinancing of mortgages, loans yielded most money

Mayor John Tory has repeatedly said the city has paid its fair share for social housing repairs.

The city, Tory has said, used "every reasonable tool" to fund more than $1 billion of a $2.6-billion, 10-year repairs plan — "City of Toronto dollars, derived largely, as you know, from property taxes," he told reporters last week, along with other "city-derived" tools, such as refinancing.

An analysis of accounting by Toronto Community Housing, which has been clarified with city staff, shows the vast majority of what's been spent so far has not come from property taxes. Very little is a direct contribution from the city.

With a lack of funds from the other levels of government, that accounting may be at the forefront of a coming council debate over the 2018 budget, with staff recommending a spending freeze while Tory remains politically unwilling to raise property taxes above the rate of inflation, as he promised voters in 2014.

While the repairs pile up, with an outstanding $1.73-billion bill, a war of words between governments on who's responsible to pay continued this week.

Mayor John Tory and Deputy Mayor Vincent Crisanti have begun a renewed push to get the province to contribute to social housing. STEVE RUSSELL/TORSTAR NEWS SERVICE

Critics say Tory has so far failed to show the leadership required to plug the funding gap in the absence of help from other governments, with hundreds of units already closed.

Council approved the $2.6-billion repairs plan in 2013. They requested the federal and provincial governments each contribute a one-third share of the cost — or $864 million. Neither higher order government committed.

But Toronto Community Housing pushed on with the plan. Between 2013 and the end of 2016, $911 million was spent on repairs.

So, where did that money come from?

- Of the $911 million, most of it — $623 million — is the result of refinancing of both TCH mortgages and city loans.

That's not funding the city has provided Toronto Community Housing.

Like you might do with your own house but on a much larger scale, the corporation renegotiated to extend the term of the mortgages at much lower rates on dozens of its properties — what's called a blend and extend approach. That freed up funds to be used for repairs.

- Another $71 million was raised from the sale of standalone TCH homes.
- And $101 million has been used towards repairs as the result of the city exempting property taxes and development charges.
- Some of the repairs funding does come directly from taxpayers.

A total of $116 million was paid through TCH's operating budget, which is in part funded by an annual subsidy from the city.

TORSTAR NEWS SERVICE

SMART CITIES PANEL

Tech boom not all good news for city

Toronto is on the cusp of a tech boom that will bring residents benefits but also a "dark side" that city officials, academics and businesses need to jointly overcome.

That conclusion from a Smart Cities panel came Wednesday amid news Uber will make Toronto a hub for driverless car research, and Google's parent firm has applied to build a high-tech neighbourhood on the downtown waterfront.

"This is a really big deal. We are in a moment," Sara Diamond, OCAD University president said in an post-panel interview about huge international interest in Toronto and the Golden Horseshoe as centres of digital innovation, artificial intelligence, machine learning and more.

Factors helping make the region a magnet for business and talent include political and economic stability, a huge university and college research capacity, established tech sector with dozens of incubators, receptive governments, high quality of life and — particularly compared to the U.S. now — an embrace of cultural diversity.

Sara Diamond, president of OCAD University, says Toronto and the Golden Horseshoe are attracting huge international interest. TORSTAR NEWS SERVICE

"It's the texture of living here," said Diamond, an information technology researcher, adding new tech blood will bring, along with jobs and spending, help harnessing big data, analytics, sensors and more to figure out how to improve the quality of life of GTA residents and beyond.

OCAD students helped the City of Toronto use data to improve the recreation registration process. The same technology can be aimed at transit, housing and more to assess problems and show policy changes to address them.

But Diamond and others on the panel, hosted by the Toronto Region Board of Trade, acknowledged the boom won't be all robotic rainbows and cyber sunshine.

"Be careful what you strive for because there's a dark side to it as well," including job losses triggered by disruption and, if left unchecked, uneven distribution of benefits disadvantaging low-income residents, Mike Williams, the City of Toronto's general manager of economic development, told the business audience.

The tech boom is expected to be focused downtown where Waterfront Toronto is redeveloping sites with ultra-high-speed broadband. Neighbourhoods most in need of jobs are in the city's northeast and northwest corners.

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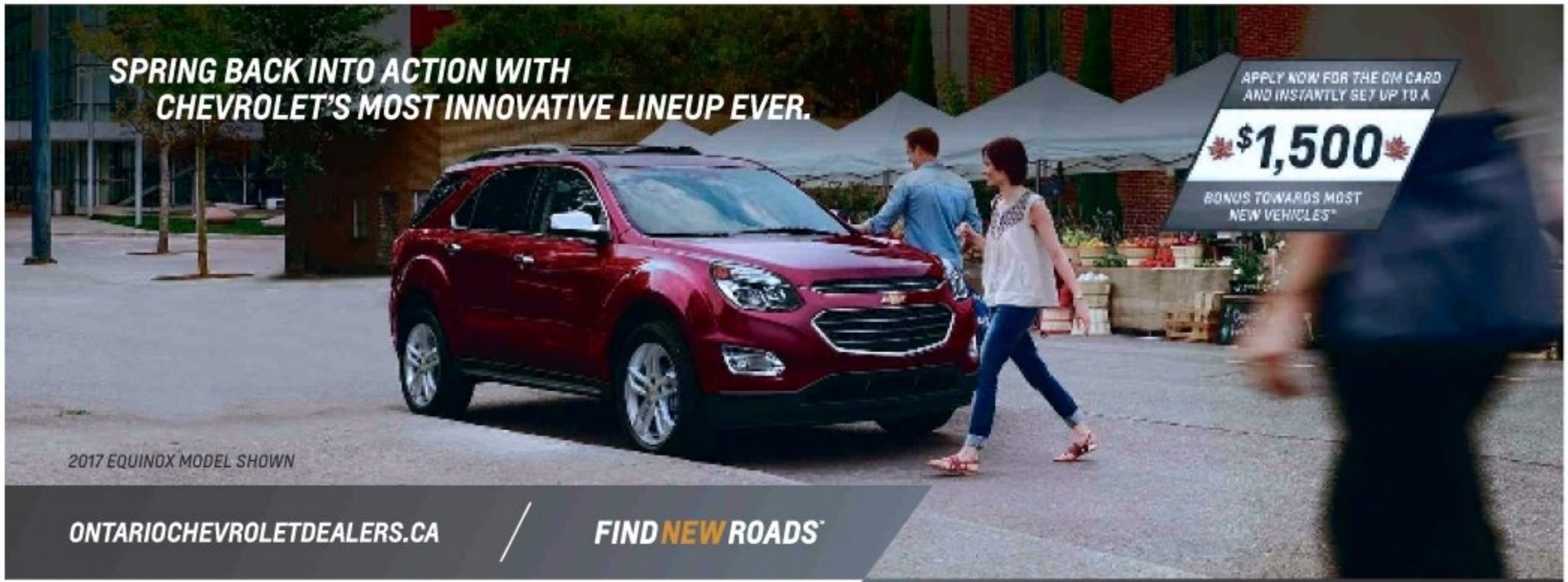

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METRO ARTIST TAKE

A calendar of Canadians

Evan Munday found himself drawing less and less. So for Canada's 150th anniversary, he set a goal to draw a notable Canadian every day. He posts the results on his Twitter account, @idontlikemunday, and he's been encouraged by the response. A couple of grade-school history teachers have even used the project as a classroom tool.

1 Stephen Angulalik

2 Buffy Sainte-Marie

3 Del Lord

4 Eileen Vollick

5 Elizabeth Smellie

6 Buckam Singh

7 Masumi Mitsui

8 Sir Sandford Fleming

9 Roberta Bondar

10 Rosemary Brown

11 Moe Koffman

12 Wong Foon Sien

13 Michie Mee

14 Harold Cardinal

ABOUT THE ARTIST

"I've always been interested in history," said Evan Munday, an illustrator and publicist who authored the Dead Kid Detective Agency series. "This way, every day I'm learning more," he said.

THINK YOU KNOW YOUR CANADIANS?

Match Evan Munday's illustrations to his mini-biographies of notable Canadians. Turn the paper upside down for the answers.

A. Hero of WWI, forced into internment during WWII. Lobbied Canadian government to apologize. Died a year before they did.
B. Nurse who served in WWI and WWII, first woman colonel in the Canadian army, public-health instructor.
C. Cree writer, political leader, activist, lawyer.
D. MC, hip-hop pioneer, frequent Raggadeath frontwoman.
E. Journalist, labour and immigration activist, spokesperson for Vancouver's Chinatown.
F. Canada's first licensed female pilot.
G. Famous Kitikmeot fur trader and trading-post operator, photographer.
H. Surveyor, engineer and inventor of the standard worldwide time zones.
I. MLA in B.C., first black woman to run for party leadership, commissioner of the Ontario Human Rights Commission.
J. Astronaut and neurologist.
K. Jazz saxophonist, flautist and composer. Played with Jimmy Dorsey and Dizzy Gillespie.
L. World War I veteran, one of nine Canadian Sikhs enlisted.
M. Actor, stuntman, Keystone Kop, director of dozens of Three Stooges films.
N. Singer-songwriter, activist, founder of The Cradleboard Project.

ABOUT THIS SERIES

Artists can change the way we interact with the world around us by offering new takes on the ordinary. Metro's sharing some of the work that's happening around Toronto.

Send your visual stories to **jason.logan@metronews.ca**

1G, 2N, 3M, 4F, 5B, 6L, 7A, 8H, 9J, 10I, 11K, 12E, 13D, 14C

Minnie Saeed shows off one of her favourite beads, a big red heart that represents her heart transplant. The Women's Auxiliary Volunteers and Child Life Specialists came up with the program. TORSTAR NEWS SERVICE

Milestones of strength

HEALTH

Sick Kids program gives children beads for each visit

Minnie's favourite bead is a big red heart. It was the 11-year-old's reward for going through a heart transplant at the Hospital for Sick Children in February. Undergoing such a major surgery would rattle even the bravest adult. But Minnie kept her focus on getting the bead.

"The beads make us excited," she says. "They also show you are brave, and you have done it."

The bravery bead program at Sick Kids — a partnership between the Women's Auxiliary volunteers and the Child Life Specialists — lets children collect a bead for every procedure, pinprick and test they undergo, marking a colourful milestone in their recovery. The program turns 15 this year.

Judy Hurrell, the bead co-ordinator, says there are more than 100 beads: pink ones, red ones, sparkly ones, beads shaped like "planes, trains and automobiles (for kids who have to travel to Sick Kids), star-shaped beads for tests and scans, a teddy bear bead for kids in isolation, and "wow beads" that children can choose for doing something they were afraid to do.

Hurrell's favourite is the discharge bead: a sparkly golden-yellow bead children get before going home. This week Menaal (Minnie) Saeed came to the hospital for an echocardiogram.

Dressed in a black and white shirt, black pants, pink sneakers and pink socks, she looked like any other 11-year-old girl, until you see her eye-popping collection of bravery beads. Minnie has 1,150 beads so far.

Minnie spent about 11 months at Sick Kids, where she was diagnosed with dilated cardiomyopathy.

"She had end-stage heart failure," her father, Saeed Alam, said as he watched Minnie. "We were devastated." In the face of such news, he said, the bead program seemed trivial.

"We thought — this is nothing," he said. "But almost immediately we realized that this is the thing that keeps her going. She would wait the entire day for the bead." TORSTAR NEWS SERVICE

Toronto DIGEST

Transplant streamed live
Bhargav Turaga underwent a kidney transplant Wednesday afternoon at St. Joseph's Healthcare Hamilton, thanks to his wife NagaMani Turaga, who donated the organ. St. Joseph's went online with a live video broadcast during transplant surgery. Throughout the livestream, the St. Joseph's medical team answered questions through social media from the 300 students watching and the public. TORSTAR NEWS SERVICE

Robbery leaves 2 injured
Two men have been hospitalized with serious injuries following a robbery in the west end Wednesday morning. Police said they were called to the scene of a collision near Jameson Ave. and King St. West around 1:45 a.m. During the altercation, the driver of the car was stabbed and one of the assailants was hit by the car. Both men were taken to hospital.
TORSTAR NEWS SERVICE

Nordstrom, Goop partner for pop-up boutique
Good news for fans of Goop, actor Gwyneth Paltrow's nine-year-old aspirational lifestyle website. This Friday, Nordstrom at the Eaton Centre launches a "Pop-In" boutique called Goop x Nordstrom for a five-week run. The California-based site does not ship to Canada, so this is the first time keeners can get a hold of her buzzy gear.
TORSTAR NEWS SERVICE

Shooting injures man
A man has been taken to hospital with non-life threatening injuries after a shooting in the area of Lawrence Avenue East and Warden Ave. on Wednesday. Toronto police said they found blood inside one car and a male victim with a gunshot wound just east of Warden Ave. and Walbon Rd. There was no immediate description of the vehicles provided.
TORSTAR NEWS SERVICE

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Jordan Hale has co-authored a critique of the book exchange system known as Little Free Libraries.
EDUARDO LIMA/METRO

Little Free Library blasted by radicals

COMMUNITIES

Non-profit seems to place books in areas of affluence

David Hains
Metro | Toronto

Toronto's radical librarians do not like the Little Free Library organization.

In a study published in the Journal of Radical Librarianship (which is real!), Ryerson librarian Jane Schmidt and U of T reference specialist Jordan Hale argue that the neighbourhood mini-libraries don't live up to their stated goals.

"We posit that in absence of any research or evidence of an issue to be addressed ... simply encouraging literacy in an already information-rich and privileged environment is hardly a heroic charitable act," Schmidt and Hale wrote.

"We don't have any issue with book swaps or exchanges," Hale explained in an interview, adding she has obtained many excellent books that way.

Hale and Schmidt mapped out the locations of the registered take-a-book, leave-a-book fixtures in Toronto. The two found that they were predominantly located in white, affluent neighbourhoods. Despite the organization's stated goal, they were not located in "book deserts" — those neighbourhoods most in need.

Little Free Library also provides no-cost depots through a donor-driven fund, but Hale claims, "We didn't see any evidence that the money was going anywhere."

The non-profit told Metro that they have set up hundreds of units through the donor program, including 40 in the U.S. over the past eight months, and look to continue to add more. There are now 50,000 registered Little Free Libraries worldwide.

"Through these Little Libraries, millions of books are shared each year," spokesperson Margret Aldrich wrote in an email.

Hale expressed concern that some jurisdictions turn to Little Free Libraries following cuts to full-scale libraries and that they are not an adequate substitute.

She encouraged people to support their local public library.

WITH FILES FROM GENNA BUCK/METRO

+ BOOK BOXES

The Wisconsin-based non-profit Little Free Library started in 2009 when Todd Bol erected a charming "take-a-book, leave-a-book" structure on his property. After his successful experiment went viral online, the organization grew.

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For more information Contact: Patrick MacInnis
patrick.macinnis@sunnybrook.ca | 416.480.6100 ext.7504
Principal Investigator: Dr. Robert Nam

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#METROARTSCHALLENGE

Toronto colours fly

Readers reimagined a flag for our fair city

Genna Buck
Metro | Toronto

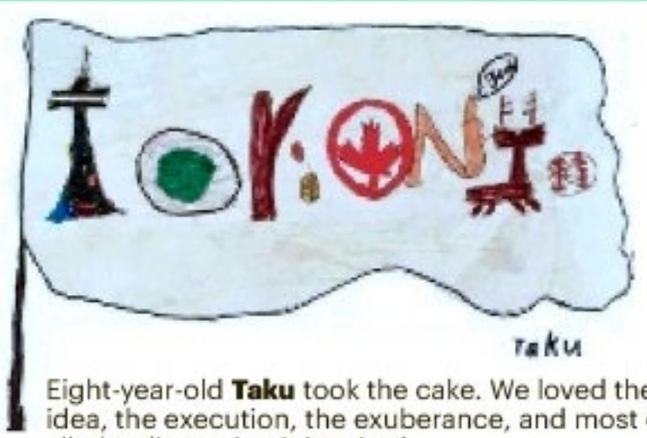
We asked Metro readers to display their Toronto pride by offering an update to our city's flag. It's clear what you think is wrong with our current emblem: The complete lack of CN Tower imagery, sports-related insignia and any animals whatsoever. We'd be happy to see any of these hoisted in front of city hall.

Stas Ukhanov took Toronto's existing blue, red and white banner and updated it with a more recognizable silhouette of city hall and a lofty maple leaf. Fantastic work!

HONOURABLE MENTIONS

1. Stas Ukhanov
2. Sara Imrie
3. Katie Rightmyer, Gr. 4 ("Toronto is our home sweet home")
4. Susan White
5. Riko, 10

CHALLENGE WINNER



Eight-year-old **Taku** took the cake. We loved the idea, the execution, the exuberance, and most of all, the discussion it inspired.

METRO ARTS CHALLENGE

This challenge celebrates Toronto's immense natural beauty. Our city is in full bloom for spring. In the space above (or on a separate sheet), create a Toronto scene. But here's the catch: You can only use green. You can use 100 greens, if you want, but no other colours, please! **Snap a picture of your creation or scan it and send it to genna.buck@metronews.ca. Or tweet with the hashtag #MetroArtsChallenge.**

CONCERT

Free Meat Loaf Monday to promote musical

Andrew Fifield
Metro | Toronto

Meat Loaf would do anything for a plug — he'd shut down Yonge and that's a fact.

On Monday, the rustic rocker will be the host a free concert on the stretch of Yonge by the Eaton Centre, between Shuter and Dundas, to promote the upcoming Toronto premiere of a hit musical based on his Bat Out of Hell album.

The party, which will close that portion of the street to traffic, kicks off at 7 p.m.

Seventies excess will be represented by a parade of Harley-Davidson motorcycles and a custom-made stage.

The musical has been a hit since it debuted at the Manchester Opera House in England. Polec, in particular, has been singled out for the "unnerving and intoxicating intensity" he brings to the role of Strat. He also happens to do a pretty fierce Meat Loaf impression.

Jim Stein's Bat Out Of Hell will debut at the Ed Mirvish Theatre on Oct. 17. Tickets go on sale May 24.

Meat Loaf's free concert is Monday in Toronto. GETTY IMAGES

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Breaking barriers by being allies

Spoken word artist Jermaine Henry is leading workshops at Toronto's Centre for Social Innovation about how to create safe spaces for difficult conversations. EDUARDO LIMA/METRO

WAGE LOVE!

Workshop aims to create Brave Safe Spaces

Gilbert Ngabo
Metro | Toronto

Jermaine Henry is the first to admit it's difficult to speak up and be an ally.

"As a black heterosexual man, I may want to support a woman who needs help," said the Toronto spoken word artist. "But I don't know how to go about that without projecting the image of patriarchy. Maybe she doesn't even need help. That's a difficult conversation."

He wants to break that barrier. As part of the How To Be An Ally series organized by Toronto's Centre for Social Innovation, Henry runs workshops aimed at helping people create what he calls brave safe spaces.

According to Henry, a brave safe space is an environment where a group or community can be authentic, honest and vulnerable about their experiences. That's the only way to properly heal and grow as a society, he said.

Such conversations, he added, are especially necessary in the current situation where some political policies are threatening the ideals of tolerance and inclusion.

As a performer and artist focusing on social cohesion, he has spent a chunk of his time interacting with youth and students in schools across the province. He realizes a lot of kids don't know how to have tough conversations about the kinds of injustices they're seeing.

"Most of them can't even afford to open up about common issues such as mental health," he said, adding it's even tougher for them to address issues of racial and sexual discrimination.

The same applies to workplaces or in society at large, where people don't necessarily feel comfortable discussing their beliefs, struggles, or their religions.

For Canadians, being a true ally should start with recognizing whose land we're living on, and acknowledging that everything hasn't been great in our past, said Henry.

"People want to be nice to one another," he said. "They just don't know how to do that in a way that doesn't hurt the other person."

BE AN ALLY

- Being an ally is about listening first.
- Speak up when you see someone facing prejudice.
- Educate yourself about diversity.
- Be part of a culture that confronts assumptions about equality and equity.
- Use words like pro-liberation, pro-diversity instead of anti-racism or anti-oppression.

For more information on How To Be An Ally workshops, visit socialinnovation.ca.

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Kingston woman has a gay old time trying to trade in her SUV

It's a yabba dabba doozy.

A 75-year-old Kingston-area woman couldn't trade in her Chevrolet SUV because Ontario's Ministry of Government and Consumer Services registered a lien on it in the name of Pebbles and Fred Flintstone.

"I thought I'd seen every imaginable government incompetence," said Progressive Conservative MPP Randy Hillier, who raised the cartoonish case Wednesday in the legislature.

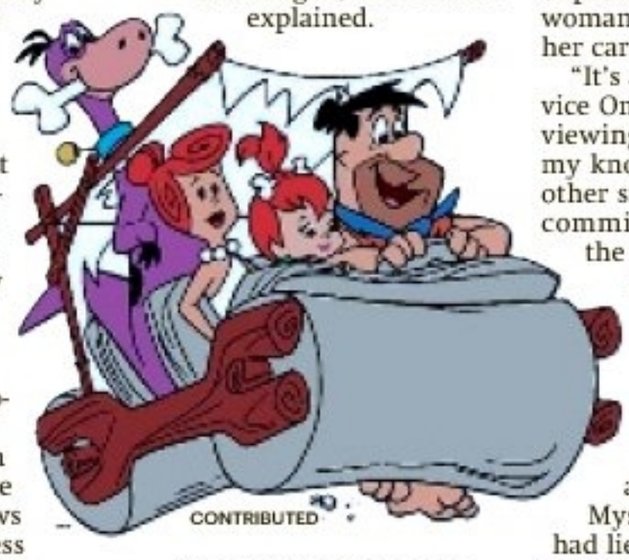
"Clearly, we all knew this was an act of gross incompetence as everyone knows the Flintstones live on Rocky Road in Bedrock, U.S.A., and Fred drives a foot-mobile, not a 2006 Chev Uplander."

A copy of the lien from Carproof vehicle history reports shows the Flintstone address as "9 Street" in Markham, Ont., and Pebbles' birthdate as Jan. 1, 1950.

The goof took nine months to clear up after someone in the ministry had the nerve to advise hiring a lawyer to expunge the lien instead of simply fixing an obvious mistake.

"There was a human error. It's been identified. It's been corrected," said Government and Consumer Services Minister Tracy MacCharles.

The woman, whom Hillier identified as Maureen but said she did not want her last name used, contacted Service Ontario in March and the lien was discharged, MacCharles explained.



CONTRIBUTED

> **I thought I'd seen every imaginable government incompetence.**
> MPP Randy Hillier

How did it all happen?

Testing on the computer system was conducted with fake names entered by a technician in relation to VINs — vehicle identification numbers, MacCharles said.

The test names were not removed, which begat the slate of problems that reduced the woman's hopes of trading in her car to rubble.

"It's a human error … Service Ontario, of course, is reviewing what happened. To my knowledge, there are no other similar cases, but I am committed to making sure the right protocols are in place going forward," MacCharles added.

The woman has since managed to sell her vehicle.

Compounding the TV references, Hillier asked "how many more Mystery Machines have had liens placed on them in the names of Scooby-Doo and the gang and other Saturday morning cartoon personalities?"

He urged the government to stop "these Looney Tunes shenanigans."

TORSTAR NEWS SERVICE

Local group aims for global impact

NON-PROFIT

Indigenous leaders lend help to people of Belize

Gilbert Ngabo
Metro | Toronto

Canada's Indigenous leaders are helping communities across the world in their ongoing struggles with land protection and development.

Global Indigenous Trust, a Toronto-based non-profit working to empower First Nations communities, has just launched a campaign to support the Maya people in southern Belize. The community of about 25,000 won legal battles in 2015 to reclaim rights to their land and its natural resources.

But, as is the case in many other Indigenous communities all over the world, the government of Belize is keen on issuing concessions to oil companies and building hydro dams — the kinds of projects that are prone to destroying the very sacred nature Indigenous people want to preserve.

"That's the dilemma. Yes, you've won land rights, now what? You can't eat that paper," said trust president Sonia Molodecky.

"Indigenous communities do want to have a better life for their future, but they want to do it in a way that is respectful of their environment and their values."

Drawing on Canadian experiences with land treaties, Indigenous Chiefs conduct workshops to help their counterparts navigate the obstacles. Some of these leaders are already experts in environmental protection, financial planning and management, capital projects and governance.

Indigenous communities across Canada have largely succeeded in creating economic opportunities on their land through Indigenous-led economic development corporations, where shareholders are community members themselves, said Molodecky.

The trust tries to replicate those models in other Indigenous communities as they rethink land use.

"Having a seat at the table is the ultimate goal," she said, adding many societies still systematically exclude Indigenous people in the process of land development. "That's why you still have this high level of poverty and these conflicts. It must end, and we try to bring our own experiences there."

Global Indigenous Trust president Sonia Molodecky says the Canadian experiences with land development in indigenous communities can serve as an example in other countries.
EDUARDO LIMA/METRO

> **Indigenous communities do want to have a better life, but they want to do it in a way that is respectful of their environment and their values.**
> Sonia Molodecky

CONNECTIONS

For more information on the campaign to support the Maya people of Belize, visit globalindigenoustrust.org.

BOOST FAT BURNING

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Are you looking for a smart way to burn body fat on a daily basis? Scientists have found that a natural food substance in chili has powerful effects on body fat levels. The key is in heat production.

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HOW DO WE ACTIVATE BROWN FAT?

Freezing your body is one way (cold showers, exposure to ice etc.), but luckily, this is not the only way. BAT is also activated by a natural ingredient called capsaicin – the chili compound that makes hot peppers hot. Add chili to a meal and you increase fat burning up to 150%.*

ADDING EGCG FROM GREEN TEA TO MAKE A "SUPER FAT BURNER"

The problem though, is that for best results, you need to add chili to most meals.* Since this is not practical, New Nordic has designed a tablet called Chili Burn™, containing the ideal amounts of chili pepper for fat burning. But to increase the power of the tablet, we added green tea and chromium, which have long been used and proven to promote slimming, especially around the belly.* Take one tablet with your morning and mid day meal, and you are on your way to a leaner you.

DID YOU KNOW?

Chili has been blamed for hurting the stomach lining and creating a burning sensation, but research shows the opposite. Hot chili peppers actually protect the stomach lining and may prevent gastric upsets.*

TEST YOURSELF

- ○ I want to lose at least 5 kilos
- ○ I store fat on my belly
- ○ I don't eat many spices
- ○ I don't drink a lot of green tea
- ○ I don't exercise twice a week

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Quebec keeps eye on rain

WEATHER

Worst-hit regions losing patience, says one resident

While water levels continued their slow decline in some parts of Quebec on Wednesday, the province's environment minister warned the situation could deteriorate this weekend because of heavy rain.

David Heurtel said the central Quebec region of Mauricie is expected to bear the brunt of the precipitation.

"Depending on the region, we're talking about 20 to 40 millimetres but in Mauricie the impact will be even greater, so we should expect another tough weekend there," he said.

Heurtel said the combination of rain, melting snow in the St-Maurice River basin and rising tides could prove to be damaging in the region.

Trois-Rivieres resident Patrice Bourassa, who has been co-ordinating volunteer efforts in Mauricie, said citizens in some of the worst-hit regions are losing energy and patience.

"It's reached the point they have to leave their homes in the morning and take a canoe to their vehicle 500 metres away because it's too flooded," he said in a telephone interview.

Bourassa said the Facebook page he created has already drawn 1,200 members, with many spending the last few days building dikes, packing sandbags and helping other citizens.

He says that while city officials have offered all the help they can, some of the smaller towns in the region have fewer resources to deal with flooding.

Levels are expected to remain stable in flooded areas in the Greater Montreal area, where Heurtel credited the management of water flow from the Ottawa River and Great Lakes basins with preventing the situation from getting worse.

Meanwhile, Public Security Minister Martin Coiteux told the same news conference that 3,882 residences in the province have now been affected by the floods.

Coiteux also said 2,721 people have had to leave their homes and that there have been 126 landslides.

In Montreal, fire Chief Bruno Lachance said the focus is on consolidating dams and that he doesn't expect the number of evacuees to rise.

A state of emergency remains in effect in Montreal until Sunday, with Lachance saying 243 people have been evacuated and about 400 homes have been flooded in the city.

THE CANADIAN PRESS

Flood waters breach the Gatineau River and flood a neighbourhood in Gatineau, Quebec on Wednesday. THE CANADIAN PRESS

NATURAL DISASTERS

Release flood data: Minister

The federal infrastructure minister says cities should release any maps or data about flooding concerns in their cities.

Amarjeet Sohi says residents of municipalities deserve to know whether their home could be at risk of flooding so they can make informed decisions about their properties.

He acknowledges that releasing the information is risky and controversial in some municipalities, but it's the only way homeowners will be able to decide how to protect their properties from potential flooding.

Internal government reports show that some city leaders have been wary about mapping — and publicizing — flood risks in their communities, even going so far as to turn down free mapping tools.

The documents show the concerns revolve around whether the information, once public, will reduce property values, increase a municipality's legal liability and lead to a political backlash from voters.

THE CANADIAN PRESS

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Can Mexico and Canada weather a NAFTA storm?

TRADE

As countries have grown closer, irritants have arisen

To hear Pierre Alarie tell it, Mexico and Canada are like two weary travellers seeking shelter from the same storm — the fierce bluster from Donald Trump's frequent criticism of the North American Free Trade Agreement.

The two nations will be better able to withstand that storm if they stand together, the Canadian ambassador to Mexico declared last month during a speech to a business gathering in that country's capital city.

Alarie's message, Mexican and Canadian officials say, reflects a deep level of co-operation between the two countries — something that, given the challenging three-way dynamics of North American politics, hasn't always been the case in the past.

Prime Minister Justin Trudeau meets with Mexican President Enrique Pena Nieto during the APEC Summit in Lima, Peru, last November. THE CANADIAN PRESS

It may not be the case in the future, either.

If push comes to shove, some observers warn, Canada will have to jettison Mexico and pursue its own bilateral side deal with the U.S. if the NAFTA talks degenerate.

A strong, newly negotiated three-way NAFTA is the goal, said Maryscott Greenwood, head of the Canadian American Business Council. But strained relations between Trump and Mexico could well make that difficult, she acknowledged.

"If it's politically impossible … for the U.S. to move forward with a comprehensive economic relationship with Mexico for various reasons — Mexican politics, U.S. politics — then we think, 'Don't be delayed by that; move forward with a bilateral negotiation,'" Greenwood recently told the House of Commons foreign affairs committee.

Not surprisingly, Mexico's political leaders, like Tourism Minister Enrique de la Madrid Cordero, warn against abandoning NAFTA's unique three-way nature.

Canada and Mexico should be working together to modernize the 23-year-old trade deal, not settling for a series of bilateral side deals where one country throws the other under the bus to serve its own interests, he said.

The two countries have grown closer over the years, but other irritants have arisen, notably the visa requirement that Stephen Harper's Conservative government imposed on Mexican travellers in 2009. It was lifted last year by the Liberals.

Officials from either side of the Canada-Mexico divide, speaking on condition of anonymity in order to discuss matters of diplomatic sensitivity, say the lines of communication between the two countries are always open. THE CANADIAN PRESS

FEDERAL COURT

Citizenship Act terms violate rights: Judge

Stripping new Canadians of their citizenship without giving them a proper chance to explain themselves is a violation of their rights, a Federal Court judge declared Wednesday.

In a key decision, Judge Jocelyne Gagne struck down provisions of the Citizenship Act enacted by the former Conservative government under Stephen Harper, saying they conflict with principles of fundamental justice.

The decision comes in eight cases — considered as test cases — that challenged the constitutionality of the changes made in May 2015. Those amendments barred people from going to court to fight the loss of their Canadian status, in some cases leaving them stateless, over alleged lies on their residency or citizenship applications.

The changes also barred people from reapplying for Canadian citizenship for 10 years after revocation.

"Since there is no right of appeal from a revocation decision of the minister under the amended act, the need for procedural fairness is all the more acute," Gagne wrote in her ruling. THE CANADIAN PRESS

A special citizenship ceremony at Mohawk College in Hamilton welcomed 40 new citizens last October. TORSTAR NEWS SERVICE

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POLITICS

Trump hosts Russian foreign minister, envoy

President Donald Trump on Wednesday welcomed Vladimir Putin's top diplomat to the White House for Trump's highest level face-to-face contact with a Russian government official since he took office in January.

The talks came a day after Trump fired the FBI director who was overseeing an investigation into Russia's alleged interference in the 2016 presidential election.

Foreign Minister Sergey Lavrov entered through the West Executive entrance, out of range for reporters to ask questions. Also attending was Sergey Kislyak, the Russian ambassador to the U.S. who is at the centre of many of the Trump administration's early Russia-related woes.

The White House called reporters into the Oval Office around the time of the meeting, but Lavrov and Kislyak had already left. And, in a surprise, Trump greeted the media with former Secretary of State Henry Kissinger.

ON THE AGENDA

A Russian plan to stabilize Syria after more than six years of civil war was the most urgent foreign policy topic on the Trump-Lavrov agenda.

In brief remarks to journalists after the meeting, Trump said his decision to abruptly fire FBI Director James Comey the day before his meeting with Lavrov did not affect the meeting "at all."

Earlier Wednesday, Lavrov met with Secretary of State Rex Tillerson, who said the get-together was a chance for the two to "continue our dialogue" and "exchange of views" that they started last month in Moscow. During that trip, Tillerson said relations with Russia were at a low and needed to be rebuilt. THE ASSOCIATED PRESS

Hundreds rally to protest President Donald Trump's firing of FBI Director James Comey outside the White House Wednesday in Washington, D.C. GETTY IMAGES

Americans react to firing

INVESTIGATION

Abrupt ousting of FBI Director Comey draws sharp criticism

Americans could be forgiven if they're feeling a bit whiplashed by recent events in the nation's capital. Less than a week after House Republicans voted to dismantle Barack Obama's health-care law, President Donald Trump abruptly fired FBI Director James Comey — only the second time in history that an FBI chief has been removed from office.

Then, on Wednesday, Trump met with Russia's top diplomat amid ongoing FBI and congressional probes of Russian meddling in last year's presidential election and possible contacts between the Trump campaign and Russia.

As voters processed the latest batch of news out of Washington, their opinions on Comey's dramatic sacking seemed to divide along familiar partisan lines: Republicans and Trump supporters saw it as necessary, while Democrats viewed it with suspicion.

Tom Hier, 54, a Navy veteran and disabled security officer from Valrico, Fla., fully supports Trump's decision on Comey.

"As the FBI director, you've got to know when to say stuff and know when to keep your mouth shut," he said.

"But I'm surprised it happened because everything is still up in the air."

By "everything," he meant the Russia probe.

"I think that should continue," he said.

Oklahoma City bookstore owner Charles Martin supported Hillary Clinton in November, but he's tried to remain hopeful during the Trump presidency.

But Trump's latest move has him worried.

Firing the FBI director amid an ongoing investigation into possible contacts between the Trump campaign and Russia is un-American and something expected in a "strong-arm regime," said Martin, 40.

"What is unsettling about this is it looks like we might be getting to the end of what's been a national embarrassment and starting to approach the cusp of a national tragedy," Martin said. THE ASSOCIATED PRESS

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CHANTAL HÉBERT ON THE B.C. ELECTION

With pipelines and electoral reform rearing their heads, one way or another this is not the result the Trudeau government wanted or needed.

On the morning after Tuesday's British Columbia election, there was no ready acknowledgement by Prime Minister Justin Trudeau's office of the results of the provincial vote in Canada's third largest province and no boilerplate salute to the dawn of a new mandate.

It is hard to put the sound of one hand clapping into words.

In the wake of an election that failed to give either of the province's main parties a clear win, it will take weeks — and probably at some point in the not so distant future another election — for the political landscape in British Columbia to sort itself out.

On Tuesday, the province's voters left the incumbent Liberals on the doorstep of a majority, just one seat short of the 44 required to keep control of the B.C. legislature. There is still a possibility that a handful of recounts and/or the outcome of the absentee vote will help premier Christy Clark to cross the threshold.

Under that best-case scenario for her party, she would lead a government so fragile it would be at the mercy for its survival of the whims of a few maverick MPs from her own ranks. It does not enhance the moral authority of an incumbent to need a recount to be reconfirmed in the job.

Only two seats separate the first-place Liberals from the New Democrats. The recount could also flip the result in favour of the NDP.

But under just about any configuration of the final seat-count, Clark and NDP leader John Horgan will have to try to come to terms with the Green Party. With three seats, it has the capacity to anchor one or the other to power and provide B.C. with some measure of governing stability.

Green Party leader Andrew Weaver could do that by joining the Liberals or the NDP in a coalition government as the Saskatchewan Liberals did in 1999 or as the Ontario NDP did in 1985 by agreeing to support one of the other parties in government for some period of time in exchange for policies that are close to his heart.

The province stands to be in permanent campaign mode.

But whether Clark remains at the helm beyond the first confidence vote of the opening session of the mandate or not or even if she ends up clinging to a razor-thin majority it will hardly be business as usual. As of now and until B.C. returns to the polls at some unspecified time, the province stands to be in permanent campaign mode.

In the interval, the uncertain outcome of Tuesday's vote could force Clark's Liberals to belatedly renounce their rich diet of corporate donations and join the political fundraising Canadian mainstream.

It could also restore some impetus to the electoral reform debate. Both the B.C. Greens and the NDP advocate a more proportional voting system. The province has done more legwork on the issue than most other Canadian jurisdictions. There may be a window to try — for the third time — to replace the first-past-the-post system.

One way or another, though, this is not the result the Trudeau government wanted or needed.

As things stand today, a majority of the elected members of the next B.C. legislature are on record as opposing the Kinder Morgan plans to expand its Trans Mountain pipeline.

Clark herself only offered tepid support for the plan. Should she form a viable government, it is unlikely to be the hill she would choose to die on.

The project is a key piece in Trudeau's energy/environment puzzle but not one that his own caucus is unanimously enamoured with. The Prime Minister has always claimed that he did not believe such projects should proceed without a social licence.

It was not the only issue on the B.C. ballot but it was in the mix. Clark's Liberals took most of the hits that cost them their soft majority cushion in and around the ground zero of the Trans Mountain project, in the larger Vancouver area.

That will be duly noted not only in the Liberal backrooms of Parliament Hill but also in the constituency offices of Trudeau's 17 B.C. MPs.

This is just the first of a series of provincial elections that could weaken Trudeau's hand at the federal-provincial table. By the time the next federal election comes around in 2019, Quebec, Ontario and Alberta will also have gone to the polls and each of those provincial votes has the potential to result in more complications for the agenda of the ruling federal Liberals.

Chantal Hébert is a national affairs writer. Her column appears in Metro every Thursday.

SHAKY GROUND Christy Clark and Justin Trudeau were once all smiles, but there was no rush at the Prime Minister's Office to congratulate the B.C. Premier on her narrow victory. THE CANADIAN PRESS

Meredith case ought to be a wake up call for Parliament Hill

Vicky Mochama
Metro

Don Meredith may be gone from the Hill, but the atmosphere that enabled him is still a concern for women.

When Ms. M decided to report her sexual relationship with Sen. Meredith to authorities, the police told her although a case like hers comes with a publication ban on her name, "her identity would be known to anyone who attended court or examined the court file," according to The Toronto Star.

Instead, she chose to report to the Senate ethics officer, who offered her a cloak of confidentiality. (The ethics officer, believing a crime may have occurred, notified the police who asked the Senate to suspend its investigation. After four months, Ottawa police stopped the investigation without laying charges.)

Though not a Hill staffer herself, Ms. M chose to speak to Star reporter Kevin Donovan after hearing other media reports that Sen. Meredith was under investigation for sexual harassment in the workplace: "She was concerned that the investigators would not believe what the former staff members were alleging and she wanted to add her voice to the story."

Her bravery and fortitude are beyond commendable.

Her story, however, is part of the problem and future of Parliament Hill.

For all we hear about "men in power," the halls of government in Ottawa are female-dominated. Female staffers and volunteers are the backbone and engine of the legislative branch. Many are young, ambitious, and for those reasons, vulnerable.

Were that not enough, the systems of accountability can be unclear. To whom does a young staffer report their MP? Or their chief of staff? Or a fellow staffer?

The viable options can differ from party to party, which makes it even harder for young staffers. In a three-part series, the Hill Times reported on this dynamic: "Even if someone does report, they may be reporting the harassment to either their own MP or one of their MP's colleagues, through the whip's office, though the House chief human resources officer is also a reporting avenue."

In 2014, the House of Commons launched a harassment policy. And while this led to more complaints being filed, there are also many that exist outside of the House's jurisdiction, yet entirely within their culture.

A VICE essay by former staffer Beisan Zubi showed how the culture of Parliament Hill can deter someone from reporting sexual harassment. From lobbyist parties to bar nights with colleagues to one-on-one meetings, being both collegial and ambitious can put workers on the Hill in danger.

Ms. M's bravery in holding the Senator accountable must be met with an equally bold response.

The bubble of the Hill ought to make way for a cultural change and policies that ensure the safety of its most vulnerable workers.

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Academy Award winner Steve McQueen will direct an authorized documentary about Tupac Shakur

Inside Kpop's unique bubble

CULTURE

Why Korea's hottest musical acts spark such wild devotion

Ian Gormely
life@metronews.ca

Kpop's hottest acts K.A.R.D. (above) and BtoB (inset) will be part of this weekend's Kpop fan festival in Toronto. CONTRIBUTED

Newark, New Jersey, is less a destination than a passing-through point. Yet the state capital became a gathering place last month when Exo, a nine-member Korean boy band, staged a rare North American live performance at the city's arena.

"It was unlike anything I've ever seen," says Milusha Copas. "The amount of effort and energy and commitment to the craft . . . there's choreography and so many different styles and genres."

None of Copas's friends share her passion for Kpop, Korea's world-conquering musical export, so the 21-year-old decidedly non-Korean Torontonian attended the show solo.

The performance was a rare IRL event for East Coast followers of the genre, who made the trek to New Jersey not just to see their idols, but also to meet like-minded "mutuals" whose love of Kpop — EDM with urban flourishes sung mostly in Korean — is fostered by a steady diet of YouTube clips and online gossip about their favourite groups.

"To see (fans) interacting with one another and being excited about what they were going to see, it gave a really nice sense of community."

From Trekkies to Beliebers, pop culture is littered with fervent acolytes. But Kpop is on another level.

"The fans are kind of crazy," admits Gerald Belanger, founder of Kpopcanada, the company behind this weekend's third annual Toronto Kpop Con, running Thursday through Sunday at the Metro Toronto Convention Centre. The event, which is more Comic-Con than pop concert, brings together fans for three days packed with panel chats, merch and live performances. (The big "gets" are K.A.R.D. on Thursday and BtoB Friday.)

It's hard to imagine a similar event built around any other genre — "I'm going to the punk rock convention" sounds like a punchline to a bad dad joke. But organizers are expecting around 4,500 attendees.

> **There's never a dull moment. It's very cutthroat.**
> Name of person

Kpop artists eschew flash and you can track their day-to-day comings and goings on social media. The septet BTS recently supplanted Justin Bieber atop the Billboard Social 50, a chart that measures social-media activity around an artist.

The bond between artist and fan is formed early. Sales of older music are nonexistent in Korea, says Mark James Russell, author of the books Pop Goes Korea and K-Pop Now. "Because Korean labels don't enjoy the stability of catalogue sales, they are much more dependent on new hits."

The entertainment companies behind the artists groom stars from a young age and "seed" new bands to keen-eared fans who track trainees the way sports fans scout prospects.

"They want to connect with their fans," says Maya Harris, an 18-year-old who counts boy group SHINee among her favourites. "It doesn't make sense to showcase the high life."

While fans' dedication is integral to any group's success, adulation can tip over into obsession. In 2008, perceived shenanigans between members of Super Junior and Girls' Generation led to the latter group performing to a "black ocean" at a multi-group stadium show in Seoul in 2008. Fans, who were to wave rose-pink glow sticks to indicate their support, sat silently in darkness.

"If there's a rumour that one of their favourite members of a group is even dating somebody, that somebody would get tons of hate mail," says Belanger. Public relationships are rare and when they happen, "they almost get run out of the industry."

Such reversals of affection are rare though, especially outside of Korea where fans are less "puritan" about their idols. The ravages of time — hyper-accelerated in the pop sphere — are more likely to dethrone a group.

"There's never a dull moment," says Harris about the constant churn of new groups and sounds. "It's very cutthroat. They're always trying to please fans." TORSTAR NEWS SERVICE

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‘I wanted the reader to be stuck in there and almost suffocate’

BOOKS

Quebec cartoonist captures the agony of being kidnapped

Sue Carter
For Metro Canada

Christophe André, an administrator working in the Caucasus with the humanitarian organization Médecins Sans Frontières, was sleeping one night when a group of men burst into his bedroom, threw a sack over his head and took him into captivity.

He was held in a series of bare apartments, his arm chained above his head to a radiator, unaware of what his kidnappers wanted, until he escaped 111 days later in Chechnya, barefooted, weak and malnourished.

André’s abduction took place 20 years ago, early in the summer of 1997, but kidnapping remains an occupational hazard for employees of non-governmental organizations like MSF.

In some politically volatile countries like Somalia, Syria and Afghanistan, kidnapping is almost a rite of passage.

Quebec-born cartoonist Guy Delisle — who now lives in France where he is considered a celebrity artist — remembers reading a newspaper interview with André after his escape. Delisle was captivated by the story because most people who have returned from a kidnapping don’t want to talk about their experiences.

But Delisle was struck by André’s openness and a quote where he said, “He felt like a football player that scored the last goal and won the match.”

The story also had a deep personal connection for Delisle. His wife Nadège is a former administrator with MSF, and his experiences travelling with their family for her job is the subject of two of his acclaimed graphic novels, Burma Chronicles and Jerusalem: Chronicles from the Holy City.

When Delisle initially met André in person, he was full of questions, and took many notes even before they left the restaurant.

“I didn’t think he wanted to go into detail, but he was talking very freely about the whole thing, and he gave us the whole story from beginning to end,” says Delisle, who immediately suggested to André they turn his memories into a comic.

André had no desire to write a book about the experience but agreed and provided more recordings and documents. Delisle began their interview process, and the tough work of illustrating a story where most of the action happens in someone’s head.

Hostage — which Delisle started drawing in 2003 and is now being released in English by Montreal publisher Drawn & Quarterly (translated by Helge Dascher) — is a nail-biter of a tale told completely from André’s point of view.

As André’s captivity stretches out over months, Delisle ratchets up the tension with repetitive linework, a gloomy grey palette and tightly boxed-in panels, which just adds to the overwhelming sense of confinement. In developing the story, Delisle even took a few tips from old interviews with the master of suspense, Alfred Hitchcock.

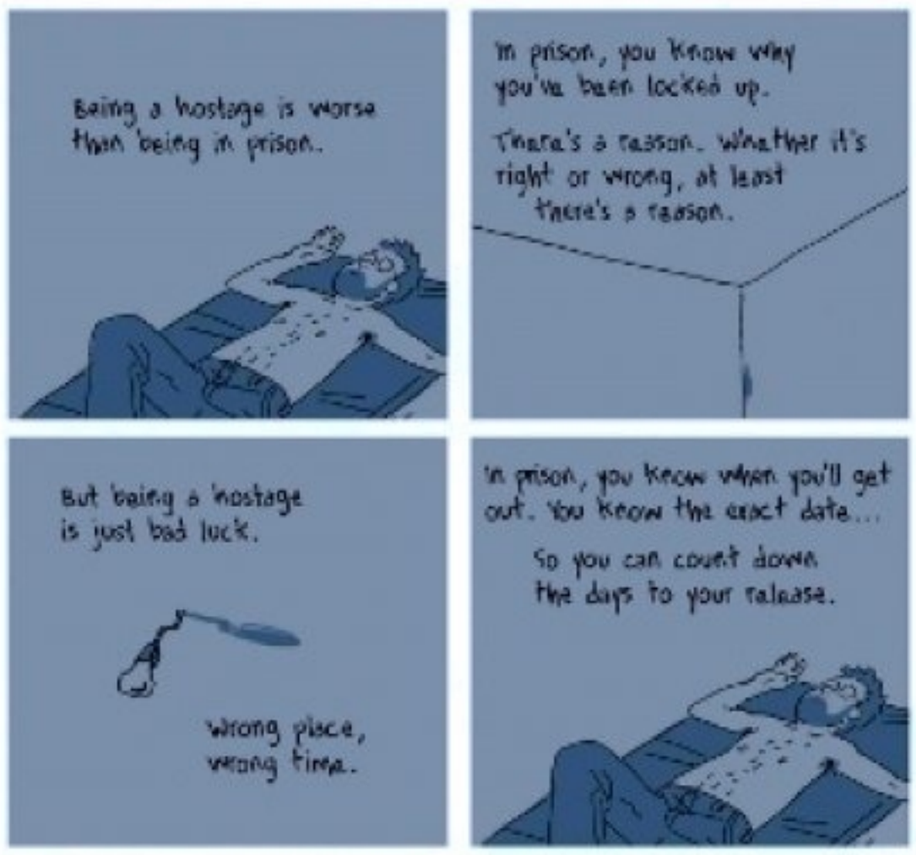
“I wanted the reader to be stuck there, just like Christophe was, then turn the page and almost suffocate,” says Delisle. “There are so many pages where you want to escape, but it’s not that easy in 450 pages.”

As André’s body gets weaker, the earlier fantasies of returning home for his sister’s wedding and his own homecoming seem impossible.

But then comes his incredible movie-worthy escape, thanks to a door left fortuitously open. Delisle suggests that while readers can imagine themselves in André’s life-or-death predicament, or be confident that they would run or fight, it’s nearly impossible to know one’s reaction under all that physical and emotional stress.

“It’s really hard to imagine what you would do, because you really do have to be in that situation to realize that you can do crazy things and you are much more than you think,” says Delisle.

“Christophe is an administrator, not an adventure guy. It really is the story of an ordinary guy in an extraordinary situation.”



Aid worker Christophe André’s kidnapping ordeal is portrayed in comic book style in Guy Delisle’s claustrophobic Hostage. CONTRIBUTED

Sue Carter is the editor at Quill & Quire magazine.

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- ◯ The Invidiata Collection mannequin
- ◯ Top Shop mannequin
- ◯ Weddingbells mannequin

DANCE COHEN AND THE BEATLES INSPIRE NEW STAGE SPECTACULARS A dance production inspired by Leonard Cohen and another honouring the 50th anniversary of the Beatles' Sgt. Pepper's Lonely Hearts Club Band will be part of the Sony Centre's second annual international Dance Collection. The program will feature the Toronto premiere of Dance Me by Les Ballets Jazz de Montréal. Described as an homage to Cohen, who died last November at the age of 82, it's inspired by his music and uses some of his most beloved songs. Also onstage will be the Canadian premiere of Pepperland (pictured above) by Mark Morris Dance Group, which includes an original score by Ethan Iverson performed by a chamber music ensemble of voice, soprano saxophone, keyboards, theremin and percussion. CONTRIBUTED

THEATRE

Gender identity play sparks controversy

Controversy has erupted in Niagara Region after the Catholic school board cancelled performances of a play that included a male character questioning his gender identity.

Jessica Carmichael, artistic director of Carousel Players — which has a 45-year history of presenting "challenging and entertaining works" for young people 5 to 15 — said five performances of Boys, Girls and Other Mythological Creatures were cancelled after an initial performance.

"It's been very disappointing, to say the least," Carmichael said.

But in a sign of how divisive the issue has become, John Crocco, director of education for the Niagara Catholic District School Board, insisted only four performances were cancelled.

"Unfortunately there's been some misinformation that's been shared in the community," Crocco said, noting it's the first time he's aware of a dispute between the theatre company and the board over many years.

Carmichael similarly insisted "a lot of bad information" has been put out by the board.

The play, written by Mark Crawford, features a character who wears a dress at one point, but Carmichael stressed he is not transgender.

"At one point, (the boy) does say he wishes to be a girl. But at the end of the play he's left questioning. He's not transgender. This is not a play about a transgender youth who is transitioning. That's not this play at all," Carmichael said.

The theatre company received concerns from a Catholic sponsor of the play even before last week's performance at a Niagara Falls elementary school, so Carmichael and another staff member met the principal beforehand.

A study guide was provided to school officials four weeks before the performances were slated to begin and the play was booked a year in advance, Carmichael said.

Ministry of Education guidelines mandate all school boards across the province to provide information on sexual orientation and gender identity, which has generated concern from Catholic educators.

TORSTAR NEWS SERVICE

Advice from a yoga superstar

HEALTH

Jessamyn Stanley is all about body acceptance

Melita Kuburas
Metro | Canada

Body positivity needs to be more than a "movement," says Jessamyn Stanley. Movements get co-opted.

"As a person of colour, as a woman of colour, as a queer of colour, I understand that everything good that we make is just taken," says the 29-year-old yoga teacher and author of the recently released book Every Body Yoga.

For Stanley, body positivity does not mean idolizing plus-size models like Ashley Graham and Irka Lawrence who, as beautiful and intelligent as they are, don't exactly challenge traditional beauty standards. ("Irka has a six pack!")

For the yogi, body positivity is a philosophy; a daily practice of telling yourself: "I'm OK today. Everything about me is OK. I don't need to obsess over being different," she explains.

"If you find that the way body positivity is being melted down is highly problematic," Stanley says, "just continue to live in your truth of body positivity and f– that noise.

"(Eventually) it will just go away in the ways that everything dumb goes away.".

It's this focus on self-acceptance that has made Stanley one of Instagram's fitness celebrities. Beginners who feel intimidated by yoga classes led by willowy instructors, and who don't want to spend a fortune on expensive stretchy pants, see in Stanley someone who doesn't pretend life is perfect and happy all the time.

With more than 300,000 Instagram followers and requests from fans on every single continent (except Antarctica) to come visit them, Stanley thinks part of her appeal is that she understands what it's like to feel like an outsider.

"If I walk into a random class and by the grace of God nobody knows who I am, the people who are in the room are like, 'that girl's a beginner. She's fat, she doesn't know what she's doing.' That is how people think," she says. "That mentality, because I still experience it, I'm really sensitive to it. And that's how every single person feels, not just lager-bodied people."

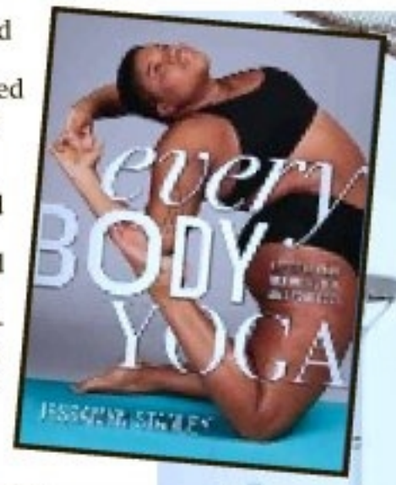
In her book, Stanley offers illustrated how-tos on yoga poses and sequences. She also writes about her first brush with the practice, and what it was like growing up overweight and struggling to shed pounds in college.

She describes how her health-conscious and post-second-wave feminist mom cooked food she read about in "hippy dippy mgazines" — kale smoothies, pilaf and chia seeds, before they were promoted as cool by bloggers. But when her mother suddenly got sick in 1995 she became bedridden for almost three years. Stanley's "beloved papa bear" father had to work long hours to support the family, and that's when she and her brother turned to high-sodium, high-calorie foods for comfort.

From that blue period in her family's life, Stanley finds "the building blocks that became the bedrock of my yoga practice," she writes in her book.

She thinks her fans are looking for someone who can recognize that life can be difficult.

"They're looking for someone who is normal and does not try to pretend like they're anyone other than who they actually are," she says. "I think that I could be smaller bodied and not black and people would still feel like, 'at least it's somebody being real.'"



Jessamyn Stanley, who is from Durham, N.C., has more than 300,000 followers on Instagram. Her recently released book Every Body Yoga shows more than 50 yoga poses and sequences. COURTESY CHRISTINE HEWITT

(One of) the big hallmarks of body positivity is Ashley Graham, who is gorgeous, so beautiful, but so traditional — like Marilyn Monroe with a toffee-coloured-skin twist. It's like, where is the actual challenge to beauty standard here?
Jessamyn Stanley

SOCIAL MEDIA BACKLASH

Dove's message in a bottle gets lost

Irene Kuan
Metro Canada

The authority on love the skin you're in, Dove's latest Real Beauty campaign launched with the intention of once again celebrating body diversity, but the collection of specially designed bottles have some women taking offence at their efforts.

"Beauty comes in all shapes and sizes," Dove announces in a promotional video, showing how women's bodies, like soap bottles, don't have to conform to one mould. In this case, they can be categorized into six.

The limited edition designs, created by an advertising team at Ogilvy London, come in a variety of shapes and sizes intended to represent women's bodies — from tall and thin to hourglass-shaped.

Some of the criticism online calls the shapes unrealistic, but most have ridiculed the brand for comparing soap bottles to women's bodies.

The Atlantic's Ian Bogost has even gone so far, declaring Dove has "ruined its body image" with their latest Real Beauty campaign.

"Just like women, we wanted to show that our iconic bottle can come in all shapes and sizes, too," the company said on their website.

However, some are saying rather than "break moulds," Dove may have missed the mark on this latest Real Beauty advertisement.

HEALTH BRIEFS

Study: Side effects emerge after approval for many U.S. drugs

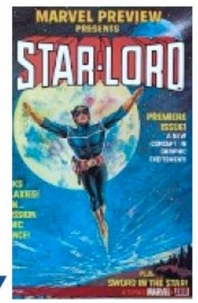
Almost one-third of new drugs approved by U.S. regulators over a decade ended up years later with warnings about unexpected, sometimes life-threatening side effects, a new analysis found.

The results covered all 222 prescription drugs approved by the U.S. Food and Drug Administration from 2001 through 2010. The researchers looked at potential problems that cropped up during routine monitoring that's done once a medicine is on the market. The 71 flagged drugs included top-sellers for treating depression, arthritis, infections and blood clots. Safety issues included risks for serious skin reactions, liver damage, cancer and even death.

"The large percentage of problems was a surprise," and they included side effects not seen during the review process, said Dr. Joseph Ross, the study's lead author.
THE ASSOCIATED PRESS

What's the Guardians' *origin story*

So you've just seen the latest Guardians of the Galaxy movie and want to find out more about the characters? Well, don't look in the original Guardians of the Galaxy story, because it has only one character who has become a regular in the films. Fortunately, Marvel comics history is completely clear and never confusing or bizarre, so we can easily bring you up to speed on the backgrounds of moviegoers' second- or maybe third-favourite space team. **JAIME WEINMAN** TORSTAR NEWS SERVICE



Star-Lord

In Peter Quill's original appearance, he was born because the planets aligned and caused his mother to give birth to an immaculately conceived miracle child. Later writers thought this was too sacrilegious, so they decided that his mom just had sex with an alien. After his mother was killed by space visitors, Peter gained a racist hatred of all aliens and became the Star-Lord to "make those spacemen pay!"

Yondu

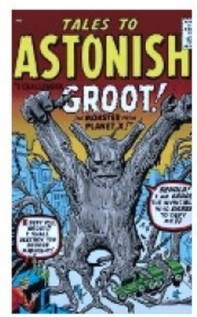
The only movie principal who was in the original Guardians story. But instead of hanging around with Star-Lord, he teamed up with a different Earth kid to attack a race of evil space lizards by shooting arrows at them. Recently, Marvel replaced this Yondu in the comics with a different Yondu, who looks like Michael Rooker and hangs around with Star-Lord. You know, for artistic reasons.

Drax the Destroyer

In the comics, he was a dad who was driving home from an Elvis Presley concert when Thanos attacked his car, killing him. He was brought back to life as a super-strong green man. Then he was killed again by his telepathic priestess daughter, and when he came back to life again, his power was enhanced but he'd lost all his intelligence. In comics, stupidity is a superpower.

Gamora

Just like in the movies, she became a deadly warrior after her family was killed. However, in the comics, her family was killed not by Thanos, but by a New Age church. So she went back in time to wipe out the entire church. She joined the Guardians of the Galaxy after getting possessed by an alien hive mind that was totally not a ripoff of the Borg.



Groot

In the '60s, before superheroes took over, the biggest fad in comics was for monsters. So Stan Lee and Jack Kirby created a story about a talking tree monster named Groot. Unlike the version we know (and adore), this one could talk. And talk. And talk.

Mantis

A Vietnamese ex-prostitute who married a tree (not Groot, another tree). After becoming pregnant with the half-human, half-plant, she changed her name to Willow and then Lorelei so her creator could use her at two other companies without getting sued. After becoming Mantis again, she split into five different people, then helped form the new Guardians by brainwashing most of the other members into joining.

Nebula

She was created as a mercenary villain who delighted in wiping out alien races, trying to take over the universe, and having actual hair. On the screen she is portrayed as an adopted daughter of supervillain Thanos. She is augmented and converted into a cyborg

Rocket Raccoon

The first time he appeared, in the same 1970s black-and-white magazine that introduced Star-Lord, his name was "Rocky Raccoon." But when he moved to the colour comics, his name was changed to Rocket, to avoid the wrath of the deadliest creatures in the universe: Paul McCartney's lawyers.

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INDIGENOUS ISSUES

Editor quits over appropriation column

Writer and editor Hal Niedzviecki has resigned as editor of Write, the Writers' Union of Canada magazine, after outrage sparked by an opinion piece titled Winning the Appropriation Prize he wrote in an issue devoted to Indigenous writing.

In it, he states that "I don't believe in cultural appropriation. In my opinion, anyone, anywhere, should be encouraged to imagine other peoples, other cultures, other identities."

He notes that most Canadian literature is written by people who are "white and middle-class" and exhorts them to look outside of their own community and write about "what you don't know" in an effort to "explore the lives of people who aren't like you."

"Set your sights on the big goal: Win the Appropriation Prize," he notes in the piece which appears under the label Writer's Prompt.

Niedzviecki, who is also the founder and editor of Broken Pencil magazine, went on to reference the Indigenous writers whose work fills this issue of the magazine: "Indigenous writers, buffeted by history and circumstance, so often must write from what they don't know . . . They are on the vanguard, taking risks, bravely forging ahead into the unknown."

As writers began receiving the issue on Tuesday, outrage on social media was fast and furious.

"I am seriously disgusted that someone would use the Indigenous issue of Write as a jump point for a case for cultural appropriation on the backs, words, and reputations of the Indigenous writers featured in it. It's not enough that we are finding our voices, reclaiming our ability to tell stories, and having to heal to tell these stories. But people want to tell them for us," Helen Knott, a contributor to the issue, wrote on Facebook.

Board member Nikki Reimer posted on Twitter a link to a statement in which she resigns from the board of the Writers' Union. She calls the column "clueless and thoughtless" and saying it "marks Write magazine as a space that is not safe for indigenous and racialized writers."

She goes on to say that, "Canada is 'exhaustingly white and middle class' not because white writers are afraid to write stories they don't 'know,' but because white writers don't get out of the way and make space for the multitude of stories to be told by those who aren't white and middle class."

The Writers' Union quickly stepped in, apologizing "unequivocally" and noting Wednesday that "the editor of Write magazine has resigned from his position."

Niedzviecki did not immediately return requests for comment.

TORSTAR NEWS SERVICE

Cannes rule change after Netflix outcry

FILM PRODUCTION

Streaming-only films will no longer qualify for Palme D'Or

After a backlash over programming Netflix films, the Cannes Film Festival said that, beginning next year, it will only accept theatrically released films for its prestigious Palme d'Or competition.

In a statement Wednesday, the French festival announced that it has adapted its rules to require that films in competition be distributed in French movie theatres. The festival said it was "pleased to welcome a new operator which has decided to invest in cinema but wants to reiterate its support to the traditional mode of exhibition of cinema in France and in the world."

Cannes this year for the first time selected two films in its official competition from Netflix: Noah Baumbach's The Meyerowitz Stories and Bong Joon Ho's Okja.

The selections prompted immediate criticism from French exhibitors. In France, the theatrical experience is passionately defended. Films are prohibited from streaming or appearing on subscription video on demand for three years after playing in theatres. On Tuesday, France's National Federation of Films Distributors said the Netflix films at Cannes were "endangering a whole ecosystem."

Tilda Swinton stars as in image-obsessed corporate boss in the sci-fi drama Okja. The film by Bong Joon Ho is one of Netflix's first competing at Cannes – and it may be the last. CONTRIBUTED

"The establishment is closing ranks against us," Reed Hastings, Netflix chief executive, responded on Facebook. He called Okja "an amazing film that theatre chains want to block us from entering."

The streaming service has been discussing possible deals, including a brief temporary theatrical release, with French exhibitors. The festival said it was "aware of the anxiety aroused" by the Netflix films and has lobbied for a solution. "Hence the Festival regrets that no agreement has been reached," the festival said.

Netflix has previously cited its subscribers as its most important audience. It has offered theatres the opportunity of a day-and-date release (opening a movie in theatres simultaneously as it debuts on the service), something large exhibitors have thus far rejected.

The rule change comes just a week before the 70th Cannes Film Festival is to open. Netflix, along with Amazon, has been an increasingly powerful player at film festivals, actively acquiring films and using festivals as glitzy international launchpads for its movies. Nowhere has Netflix's arrival been received more warily than at Cannes, a staunch guardian of cinema, and in France, the birthplace of the art form.

THE ASSOCIATED PRESS

JOHANNA SCHNELLER
WHAT I'M WATCHING

Elder statesman Stewart falls flat

Stephen Colbert got the old gang back together again but it didn't quite come together as a show. CONTRIBUTED

THE SHOW: The Late Show with Stephen Colbert, May 9 (CBS/Global)
THE MOMENT: The reunion

"Do you ever miss it?" Stephen Colbert asks Jon Stewart, his guest and former boss at The Daily Show, now retired.

"There are nights I impotently shout [at the TV]," Stewart says. "But that's not that different from what we were doing" on the show.

"It's like shouting into an Altoid tin and throwing it over an overpass," Colbert says.

Heavyweight Daily Show alums — Samantha Bee, John Oliver, Rob Corddry and Ed Helms — join Stewart on the couch to rally around Colbert. (He's fighting a right-wing effort to get him fired, after he used a crass term last week to describe Donald Trump's subservience to Vladimir Putin.)

Then Stewart does what he came to do — defend a comedian's right to offend: "The things you say, even if they're crass…we can insult, but the president can injure… I do not understand why in this country we try to hold comedians to a standard we don't hold leaders to."

It was admirable. It was justified. But it also proved that it never quite works when Stewart appears on Colbert's show. Somehow the air between them goes flat.

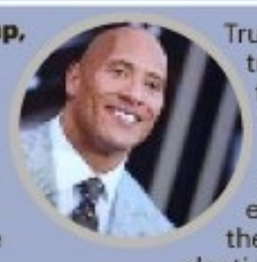
Maybe it's because Stewart has become the elder statesman who swoops in to pronounce when things get serious. On his show, his sincere moments worked because they were carved out from the satire. Out of that context, he teeters toward smug.

Because today, comedians are not shouting into an Altoid tin — they have a powerful voice. Which can help heal the political divide, or deepen it.

Johanna Schneller is a media connoisseur who zeroes in on pop-culture moments. She appears Monday through Thursday.

GOSSIP BRIEFS

After electing Trump, will U.S. become a Rock nation?



After conquering Hollywood, Dwayne The Rock Johnson may have his sights set on the White House.

The actor and former pro wrestler tells GQ that he thinks a presidential run is "a real possibility."

Johnson says if he were president, "poise" and "leadership" would be top priorities.

One thing he's not in favour of is President Donald Trump's proposed travel ban, saying that he believes "in inclusion."

Johnson declined to give an endorsement in the last presidential election even though he says both campaigns approached him for his backing.

Johnson would have at least one high-profile backer in NBCUniversal vice chairman Ron Meyer, who tells GQ he'd vote for Johnson "without a question."

THE ASSOCIATED PRESS

metro HOME
Your essential daily news

Former Park Slope apartment of Barack Obama, now single-family home, listed for $4.3M

MEET THE CONDO

Solarium-style windows on every balcony

CONTRIBUTED

Project overview

The newest addition to Markham's burgeoning Cornell community is Mattamy's Condominiums of Cornell, in an amenity-rich neighbourhood with suites that feature a retractable, solarium-style window enclosure on every balcony.

Housing amenities

Residents will enjoy common spaces like a modern fitness centre, an entertainment room and an outdoor barbecuing area. Every suite includes an underground parking spot and a locker.

Location and transit

The building is located near Highway 7 East and 9th Line, close to the Markham GO Station. Commuters have quick access to Highway 7 and the 407 ETR. You can be in downtown Toronto in about an hour.

In the neighbourhood

The building offers many area amenities and services, including the Cornell Community Centre, the Markham Stouffville Hospital plus many schools nearby. There's also the Markham Boxgrove Centre and the Cornell Rouge Woods Park.

DUNCAN MCALLISTER/FOR METRO

NEED TO KNOW

What: The Condominiums of Cornell
Builder: Geranium Homes
Architect: Q4 Architects
Interior: Tara Lee Designs
Location: Bur Oak Avenue and Church Street, Markham
Building: A six-storey mid-rise building
Models: One-bedroom plus den, two-bedroom, two-bedroom plus den
Sizes: From approximately 725 to 1,302 square feet
Pricing: From $469,990 to $669,990
Status: Now open
Sales centre: 3150 Bur Oak Ave., Markham
Phone: (905) 888-8282
Email: sls_cornell@mattamycorp.com
Website: mattamyhomes.com

REAL ESTATE

What's hot on the market

1 NOW OPEN

The Plant Condos: These condominiums in the fashionable West Queen West neighbourhood have just launched their new presentation centre and model suites. Check out this Muskoka-inspired mid-rise residence at 41 Dovercourt Rd. Contact: (416) 792-9430 or info@theplantqueenwest.com.

2 DESIGN EVENT

ARCHITECT@WORK: Check out ARCHITECT@WORK, a showcase of 500 innovative products and services for your home. Head down to the Enercare Centre at 100 Princes' Blvd. on May 17 and 18 from 11 a.m. to 7 p.m. Register online for your free admission at architectatwork.ca.

3 OPEN HOUSE

One-bedroom plus den: Here's a great one bedroom plus den condo suite at U Condominiums, 1080 Bay St., unit 3409, being shown on May 13 and 14 from 1 to 4 p.m. Contact: Andrew Ipekian, Keller Williams Referred Urban Realty, Brokerage at (416) 572-1016.

DUNCAN MCALLISTER/FOR METRO

Discover an exclusive community of luxury,
3 bedroom townhomes with 2 car garages

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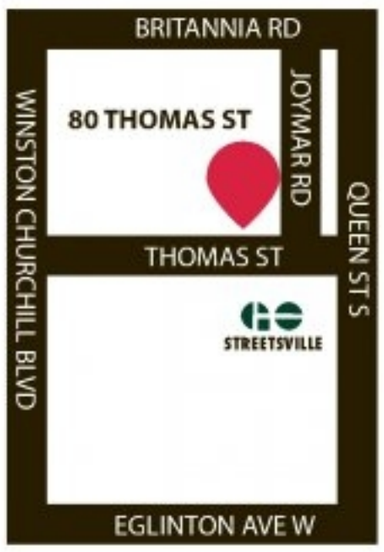
Following in the footsteps of other Dunpar Homes successful communities, StreetsVille Centre will be an enclave of classic townhomes that thoroughly merge with this vibrant Mississauga residential neighbourhood.

This exclusive community boasts spacious townhome designs, unmatched landscaping and a plethora of standard luxury finishes. StreetsVille Centre is nestled between the Credit River and Mississauga Road and steps to the Go Station.

REGISTER ONLINE at www.dunparhomes.com

To book a one-on-one private appointment, please call - 416.318.9112

Coming Soon



Does your reno require a permit?

OPINION

Under the table renovations could impact your insurance

Bryan Tuckey
For Metro Canada

A professional contractor can guide you through the process of obtaining a permit and arrange required inspections. ISTOCK

Now that you've decided to renovate your home, a key first step is to do your homework and determine what building permits you need.

Most construction, renovations, alterations and demolitions require a building permit. However, too often people question the importance of permits and sometimes they are tempted to undertake projects without having required permits in place. That is very shortsighted. Permits help protect you, your home and your community by making sure your project is structurally sound and follows all regulations.

Unprofessional renovators may be willing to do work without obtaining permits. Forgoing required permits may seem like a way to speed up your renovation and save money up front, but it could very likely result in renovation deficiencies and added costs down the road. You could be faced with substantial fines and having to redo work. Lack of required permits may affect your home's insurance coverage and you could also run into problems when you sell your home.

Permits are issued by local municipalities and application processes and the rules governing building permits can vary depending on where you live. Getting a building permit can be a complicated process. It can take several weeks or even months to obtain and it can be a bit overwhelming, so a good approach is to work with a professional renovator who is familiar with permit applications.

RenoMark professional renovators are very experienced with permits and they will guide you through the process. They will assess your project and explain whether or not a permit is needed and what it will take to get one and they will work on your behalf to acquire them. After you've obtained your permit and started construction your renovator will arrange for all inspections required under the permit.

BILD created the RenoMark program in 2001 to help homeowners distinguish professional renovators from underground contractors. A key feature of the program is the RenoMark Code of Conduct which all members agree to abide by. It mandates that they provide written contracts for all jobs, have at least $2 million in liability insurance and offer a minimum of two years warranty on all work. Find a RenoMark professional at renomark.ca.

If you're thinking about renovating or have questions about permits or the renovation process be sure to attend one of our Five Steps to a Successful Renovation seminars. Each feature two experienced professional RenoMark renovators who will walk through the five essential steps to a renovation, offer helpful tips and answer questions from the audience.

The free educational sessions takes place from 7 to 9 p.m. at BILD's offices at 20 Upjohn Rd. in Toronto. We are holding one on May 16 and another on June 20. For more information or to register email us at renomark@bildgta.ca.

BRYAN TUCKEY IS PRESIDENT AND CEO OF THE BUILDING INDUSTRY AND LAND DEVELOPMENT ASSOCIATION AND A LAND-USE PLANNER WHO HAS WORKED FOR MUNICIPAL, REGIONAL AND PROVINCIAL GOVERNMENTS. FOLLOW HIM ON TWITTER @BILDGTA, FACEBOOK.COM/BILDGTA AND BILDBLOGS.CA.

LEGAL MATTERS

On extending the closing date

Jeffrey Cowan
For Metro Canada

Q: I own a commercial condo in the suburbs and have been trying to sell it for sometime. The market for these units is not as hot as the residential market but I finally found a buyer this spring who was interested.

We set a closing date but when it came time to close, the buyer requested an extension because his mortgage was not in order. We gave him an extension to get his financing in place and requested a further non-refundable deposit.

The new final closing is fast approaching and her lawyer has reached out again for a further extension. Should I call it quits and take the deposit or extend again to hopefully sell the property?

A: Your question is a very good one, in this day and age where it seems more and more real estate deals are requiring extensions. Your situation is further complicated by the fact that your unit is not that marketable. I assume you already have a deposit with your realtor's broker. Perhaps you could consider an extension but insist on a mutual release to be signed by the purchaser so that if she misses the second extension date then you get the non-refundable deposit and also automatically, the funds being held by your broker.

One way or another, you should be in a position to either close on the new closing date or walk away with a double deposit and re-list your property.

From *chaos* to clutter-free

DIY and design expert Leigh-Ann Allaire Perrault found herself blushing every time she opened the door to the garage of the Oakville home she shares with her husband and two young sons. "I was embarrassed that neighbours could see all the chaos," she admits. So Allaire Perrault set to work, creating an efficient, attractive space she now jokes "may be the nicest room in the house." TORSTAR NEWS SERVICE

Allaire Perrault now sees her garage as an extension of the house, and a room she can be proud of. ALL PHOTOS TORSTAR NEWS SERVICE

1 ORGANIZE

The reorganization process started with a simple sketch by Allaire Perrault that designated "categories of tools, cleaning supplies, seasonal equipment, and recreational stuff I knew we wanted close at hand."

Using the ceiling for storage "freed up a lot of real estate," including the floor space necessary for two cars that had not seen the inside of a garage for awhile. Since the revamp, Allaire Perrault thinks twice about new purchases. "I'm so happy not to have clutter," she says.

2 FLOOR

Investments in the redesign include new drywall and the installation of pot lights to improve visibility when doing chores. Allaire Perrault also wanted a hard-working floor, so she treated it with a sealant called Rocksolid Moisture Stop and then with an epoxy coating from Rust-Oleum that creates a marbleized, impenetrable surface (available in a kit at home improvement retailers.) Rubberized floor trim makes annual cleanings less of a hassle, as do moveable storage units.

3 WORK SPACE

Allaire Perrault created a pop-up work space that can lay flat when not in use by attaching a simple pine board to folding wall hooks. A peg board spray painted in a look-at-me yellow and edged in shoe moulding spray painted grey keeps frequently used items organized and accessible. Space above now contains perches for seasonal items, such as tires and bikes.

4 UPCYCLE

A $20 Kijiji find, a cheerful-looking cabinet had been badly rusted when Allaire Perrault rescued it. She gave it new life by using Krud Kutter rust remover and then coating it with rust-inhibiting paint in a sunny yellow. Adding labels to each drawer put everything from scissors to string in their proper space. "It used to be simpler to just go out and buy a new hammer instead of searching for the one I knew was somewhere in the garage," says Allaire Perrault. "My husband kept asking me why I needed 10 hammers."

5 FUNCTION AND DESIGN

A garage must first and foremost be functional, but that doesn't mean it can't also be stylish, says Allaire Perrault. She sees the garage as an extension of the house that's often "an untapped opportunity for good design." Aiming for a calm and classic look, she used neutral greys accented with bold colours, like the bright yellow on the cabinet and the blue on the bike racks — an affordable and easy effect to achieve with spray paint.

6 DOWNSIZE

Sending unwanted items the family had collected over 12 years to organizations such as Habitat for Humanity's ReStore marked the "first step that felt good," says Allaire Perrault. What remained had been sorted into piles on the floor and designated to either hang on Gladiator Garageworks wall racking or to go into lockable storage units. Lastly, Allaire Perrault calculated how many and what kind of hooks, holders and other hanging accessories (such as paper-towel holders) had been needed.

BASEMENT FLOODS ARE ON THE RISE.

DON'T LET YOUR BASEMENT BE NEXT.

Together we can stop heavy rainfall, melting snow and runoff from ending up in your basement. At the City, we're doing our part by continually updating and maintaining Toronto's complex underground pipes, sewers and catch basins. Now it's your turn. Here are some tips to help you flood-proof your home.

Fix cracks in your foundation.

Ensure the ground slopes away from your house.

Clear debris from eavestroughs and downspouts.

Install a sump pump to remove excess water.

Install a backwater valve to prevent water and sewage from backing up.

Divert your downspouts away from the foundation.

For more information on flood-proofing your home, go to **toronto.ca/basementflooding**

TORONTO Call 311 Livegreen Toronto

Spoil mom with gifts that pamper

BEAUTY

Skin care, makeup, fragrance and lifestyle treats

Janine Falcon

5-minute-face mom: A clever compact that includes coordinated eye shades, blush, bronzer and highlighter makes speedy makeup a breeze, especially when its designed by a superstar artist who works on faces of all ages. *Charlotte Tilbury Beauty Glow Palette, $85; Available at Nordstrom.*

Beauty-tech mom: In addition to a blissful three-minute neck-and-face massage twice daily, and 6x-better-than-hands cleansing, mom can enjoy firmer, bouncier skin and a more defined, lifted effect in 12 weeks. *Clarisonic Firming Massage Head for existing Clarisonic Smart Profile units, $79 or Clarisonic Smart Profile Uplift Set, $429; Available at Hudson's Bay.*

Not-dressed-without-fragrance mom: Think bouquets for mom with the Aerin Rose Cologne Collection, which spotlights the white Bulgarian rose in three light, spirit-lifting arrangements: Bamboo Rose, Linen Rose and Garden Rose. *6mL eau de cologne rollerball, $34; 200mL spray, $198. Available at Holt Renfrew, Nordstrom and Saks Fifth Avenue.*

Sparkle-and-shine mom: Go twinsies on jewelry — that you and mom wear matching tokens of deep affection will always warm your hearts. (Sappy, but wonderfully true.) *Jenny Bird x Indigo Collection Moonbeam Cuff, $40 (regular price) ; Available at Indigo.*

Entrepreneur mom: Help mom empower other moms by providing resources for small-business ventures that support women and their families in developing countries. *Plan International Canada's The Mom Shop Gift of Hope, $75; Visit plangifts.com.*

Time-savvy mom: An ultra-thin timepiece clad in misty-rose matte nude with glimmering golden design accents goes with everything, and means mom can check the time on the fly, without digging for her phone. *Swatch SKIN Skin watch, $145; Visit shop.swatch.com for retailers.*

Outdoorsy mom: Particulate-matter pollution is so tiny that it can get into pores and create complexion issues, including premature aging. Update mom's skin care rituals with an activated-charcoal treatment that draws those impurities out, smooths, brightens and protects, too. *Dermalogica Daily Superfoliant, $79; Visit dermalogica.ca for retailers.*

Bathroom-spa mom: A soothing, non-drying clarifying Italian-clay masque that serves as a deep cleanser and spot treatment. It comes in a weighty, limited-edition jar designed by Italian ceramics workshop Rometti. *Fresh Umbrian Clay Purifying Mask, $75; Available at Sephora and Nordstrom.*

Early-morning mom: A lightweight, no-cord, built-in-lighting mirror makes pre-sunshine makeup application next to the coffee maker easier for mom. Bonus: 7x magnification on the flip side. *Conair Reflections LED Lighted vanity mirror, $49.99; Visit conaircanada.ca for retailers.*

No-mess mom: A re-useable (up to three times) dry sheet mask infused with anti-aging peptides and ingredients such as Shea butter and glycerin, that help skin hold onto moisture, is an ideal no-clean-up treat for mom's complexion. *Charlotte Tilbury Instant Magic Dry Sheet Face Mask, $27; Available at Holt Renfrew.*

In-a-rush mom: Dry shampoo between washes tempers oil at the scalp, but what about keeping the length supple and shiny? Enter dry conditioner, which detangles, softens and refreshes the rest of mom's second- or third-day 'do. *Aveda Shampure Thermal Dry Conditioner, $40; Visit aveda.ca for locations.*

Has-everything mom: If she already has a Dyson Supersonic hair dryer, then mom really has everything — except maybe an air purifier that filters out 99.97 per cent of allergens, including pollen, pet dander and mold spores, as well as 0.3 microns. Plus it heats and cools as needed. *Dyson Pure Hot+Cool Link, $699; Visit dyson-canada.ca for retailers.*

THIS SPECIAL REPORT WAS CREATED BY CONTENT SOLUTIONS, INDEPENDENT OF METRO EDITORIAL.

Wow mom with a gadget gift

FOR THOSE ON THE RUN

Future-proof ways of saying 'I love you'

Marc Saltzman

Resist the predictable. Instead of picking up mom some flowers, chocolates or fancy bath soaps, consider a shiny new tech toy for mom to play around with.

After all, today's busy moms could use a great gadget while on the go, whether it's to stay organized, entertained, or in touch with those who matter.

If you need some suggestions ahead of Mother's Day — and yes, it's this Sunday, May 14 — the following are some future-proof ways of saying "I love you," with prices ranging from $49 to $239.

Book 'em: Whether your mom hasn't yet used an ereader or if it's time for an upgrade, the all new Kobo Aura H20 ($199) is a lightweight and waterproof device with a sharp 6.8-inch anti-glare screen, customizable text, and enough storage to carry many thousands of books. Along with more than five million titles at the Kobo Bookstore, you can also borrow books from your local library for free. This Kobo also features ComfortLight PRO, which not only illuminates the screen while reading in bed (without having to turn on a night table lamp), but it also reduces blue-light exposure so it won't prevent mom from getting tired.

KOBO AURA H20

All in the wrist: The latest on the "activity tracker" scene, Fitbit Alta HR ($199, regular price) is a slim and stylish wristband that monitors your steps, distance, calories burned, heart rate, and gives friendly reminders to move. Fitbit Alta HR also includes SmartTrack automatic exercise recognition, which gives you credit for being active, while optional smartphone notifications keep you connected throughout the day. Tailor your look for any occasion with interchangeable metal, leather, and classic bands. By night, Alta HR automatically tracks your sleep and shows your time spent in light, deep and REM sleep.

FITBIT ALTA HR

Music matters: Perhaps mom wants to relax on a backyard deck, balcony, or by a pool? Adding the right music can make the difference between a good day and a great one. Boompods Aquapod ($80) is a durable and waterproof "go anywhere" Bluetooth speaker with large touch controls, 70 decibels of loud and cloud sound, and an integrated microphone if a call comes in. Whether mom uses this speaker for music, podcasts or audiobooks (or all three), it includes an accessory pack, which includes a bike mount, suction cup wall mount (for shower), karabiner, and safety lanyard. Available in multiple colours, battery life tops five hours between charges.

BOOMPODS AQUAPOD

Ring my bell: As the name suggests, the Ring Video Doorbell ($239) lets you see who's at your front door — whether you're home or not. Working in conjunction with a companion app on smartphone or tablet, this Wi-Fi doorbell shows who's on your doorstep (in clear 720p HD), and you can have a two-way audio conversation with your visitor. Motion sensors detect movement up to 30 feet, and sends you automatic alerts, and so you can be notified even before they press the button. All recorded footage is stored to the cloud, in case you ever need it. Other features include easy set up (opt for battery power or use your existing bell's wiring), night vision support, and a wide-angle lens to see more of your home's entrance in high definition.

RING VIDEO DOORBELL

She's so crafty: For the mom who likes scrapbooking, works from home, or wants to create fun activities for the kids, the Epson Expression Home XP-440 Small-in-One Printer ($99) is an affordable and compact printer, scanner, copier and fax machine. Print from virtually anywhere, even when mom's not at home, and whether she's on a smartphone, tablet or computer. Using the Epson Creative Print App, she can easily print Facebook and Instagram photos directly from her mobile device, create photo collages, send personalized messages, customize greeting cards and stationery, and turn memories into fun colouring pages. For added creativity, Epson's specialty paper includes Iron-On Transfer Paper ($21 for 10 sheets), Photo Paper Glossy ($17 for 100 sheets), or Presentation Paper Matte ($21 for 100 sheets).

EPSON EXPRESSION HOME XP-440 SMALL-IN-ONE PRINTER

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Snake Chain Bracelet System (U.S. Pat. No. 7,007,507)
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The gift of a memory lasts a lifetime. What about giving mom a countryside escape, waterfront adventure or creative workshop this Mother's Day? No wrapping required. **JACLYN TERSIGNI**

An experience she won't forget

The county calls

Take advantage of the Drake Devonshire's Escape package to whisk mom away on a one-night jaunt to Prince Edward County. Available from May 1 to Oct. 1, the package includes accommodations for two, a Drake-made gourmet lunch, and bicycle rentals, along with a curated map, so you two can explore the area's wineries, restaurants and beaches. Starting at $319 per night. *drakedevonshire.ca*

NIKOLAS KOENIG

An island adventure

Stand up paddle boarding around Toronto Island makes for a summer afternoon well spent. Toronto Island SUP offers experiences for newbies and experts alike, including introductory sessions, group and private lessons, rentals and SUP yoga classes. From $30 to $85, depending on the experience. *torontoislandsup.com*

CONTRIBUTED

Lip service

Let your mom pick out just the thing at the Toronto's Bite Beauty Lip Lab. The Queen St. West shop offers a custom lipstick service, where trained lipstick artists help clients find a perfect match from nearly 200 pigments, or a bespoke lipstick option, where clients can mix hues to create their perfect shade. Mom can complete her personalized tube with her desired finish (matte or glossy, for instance) and scent. From $55 to $150. *bitebeauty.com/lip-lab-toronto*

BITE BEAUTY

Kitchen party

Dish Cooking Studio on College St. offers hands-on classes that are part workshop, part wining-and-dining. Participants enjoy a welcome drink before exploring the techniques involved in creating that night's gourmet four-course meal and then, along the guidance of a chef, help prepare some of the menu's recipes. When the work is done, all class members sit down to enjoy their handiwork. $135 per person or $250 per couple plus tax. *dishcookingstudio.com*

ALEXA FERNANDO

Into the woods

If mom's idea of a holiday involves lakeside yoga, reiki treatments and crystal therapies, and smoothies and salads that promise to detoxify, send her packing to Grail Springs. Set on the shores of Chalice Lake, just outside of Bancroft, Ont., this dreamy wellness retreat offers a variety of packages, including an all-inclusive experience from two to seven nights that includes hiking, healthy living workshops, daily yoga and meditation, and more. All-inclusive packages start at $610 per person, based on double occupancy. *grailsprings.com*

CONTRIBUTED

Something to treasure

Anice on Ossington Ave. is a dreamy haven for jewelry lovers of all ages. The store and workshop places an emphasis on reworking old pieces into new treasures, and owner Brittany Hopkins happily teaches others her craft, offering classes on the art of jewelry making. Gift mom a private workshop experience where she'll learn the basics — along with a technique of her choice, like leather finishing or pearl stamping — and leave with a piece of her own. $50, plus materials. *anicejewellery.com*

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★ Davidoff ★ Diesel ★ Dolce Gabbana ★ Escada ★ Ed Hardy ★ Ferragamo
★ Givenchy ★ Gucci ★ Guerlain ★ Guess ★ Hugo Boss ★ Jennifer Lopez
★ Jimmy Choo ★ Juicy Couture ★ Justin Bieber ★ Katy Perry
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★ Nina Ricci ★ Oscar De La Renta ★ Paris Hilton ★ Ralph Lauren
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★ Versace ★ Vera Wang ★ Yves St. Laurent and many more fine fragrances

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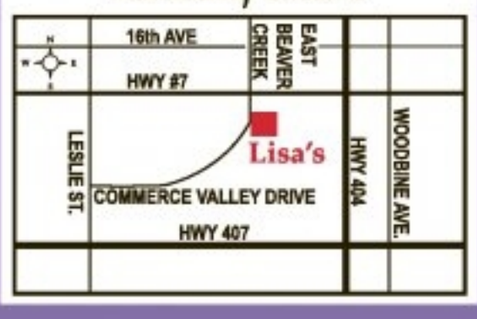

LAST 3 DAYS

May 2017						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20

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2 Is secure, meaningful, full-time work in your future?

4 An ever green future for Alberta energy workers

10 Holding employers accountable

WORKING FOR A
#FAIRFUTURE

Issue 1 • Volume 1 A SPONSORED FEATURE BY PEPPER MEDIA Thursday, May 11, 2017

Strengthening the foundations of Canada's workplaces

When Ontario's 60 Loblaws Great Food and Superstores introduced fair scheduling pilots in a deal struck with the United Food and Commercial Workers union, the lives of part-time workers became significantly less stressful overnight. With advance notice on schedules from three to 10 days, employees could now book child care and plan family events with confidence.

Another deal between Unifor Local 414 and the Metro grocery chain guaranteed workers a minimum of 15 hours a week after one year of employment and 24 hours a week after eight years.

These are the kinds of moderate but critical measures that can change the lives of the four million Canadians – about 25 per cent of all workers – who earn $15 or less per hour and often work in insecure, part-time positions. (Almost a third of younger workers are in temporary jobs.)

"Canadians are feeling greater stress about their own work lives and those of future generations, for good reason," reported Dr. Kendra Coulter, a labour studies professor at the Centre for Labour Studies at Brock University. Low pay, erratic hours and little job security are key issues as employers increasingly rely on part-time workers, often hiring new employees even when existing staff want more hours.

"Most people can't get by with so few hours, particularly when combined with a low hourly wage. Unemployment is a problem and so is underemployment," Coulter says.

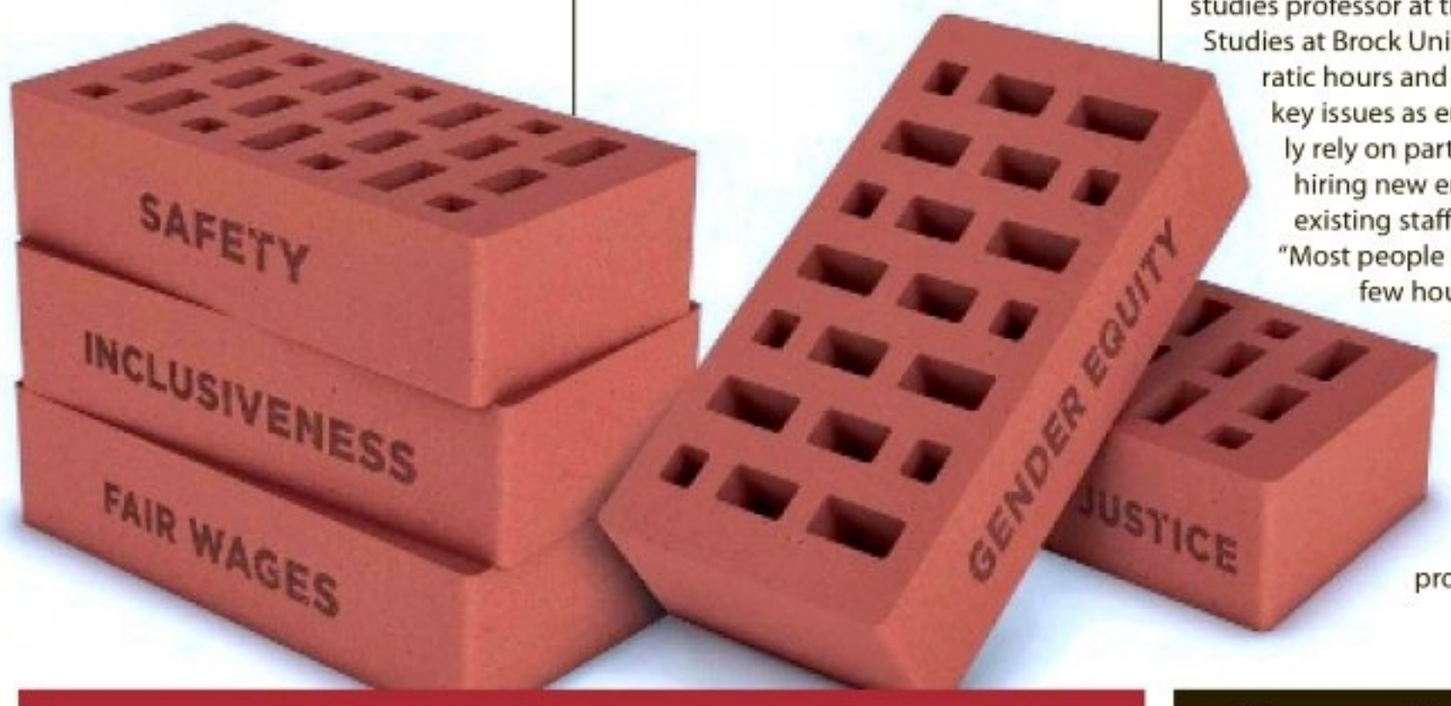
> "You can also profit by paying fair wages and treating employees with respect; earning their loyalty and commitment."
>
> **Dr. Kendra Coulter,**
> Professor, Centre for Labour Studies, Brock University

Fortunately, progressive-minded companies are increasingly collaborating with unions to leverage the benefits of fair employment practices. "You can also profit by paying fair wages and treating employees with respect; earning their loyalty and commitment," Coulter noted.

Samia Hashi, who recently helped to unionize her own workplace at Bell TV, agrees that unions play an important role in ensuring fairness. As a panelist at a recent Young Workers Conference, she said, "Although at times, meeting our objectives and bringing about change can be a long task, we must always keep at it – action can make a difference!

"If more people have a bit more money, they are healthier, happier, able to contribute more fully to society and, of course, they spend it, usually close to home. Many employers in countries like Sweden and some here in Canada have learned these lessons and are prospering."

Workers and governments also have critical roles to play in creating a stable employment future that offers benefits for all stakeholders, Coulter says. "Through commitment and political will, it is possible to grow the economy in sustainable, healthy and ethical ways – so people not only have careers, but can be proud of what they do." ■



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OPINION

Making jobs better, for a fair future

by Hassan Yussuff,
Canadian Labour Congress
President

Feeling on edge lately because of work? Maybe you don't know when your next shift will be, or you can't scrape together enough hours to make ends meet. Maybe you're worried about getting sick and not being able to take time off. Or maybe you or someone you love can't find a job at all.

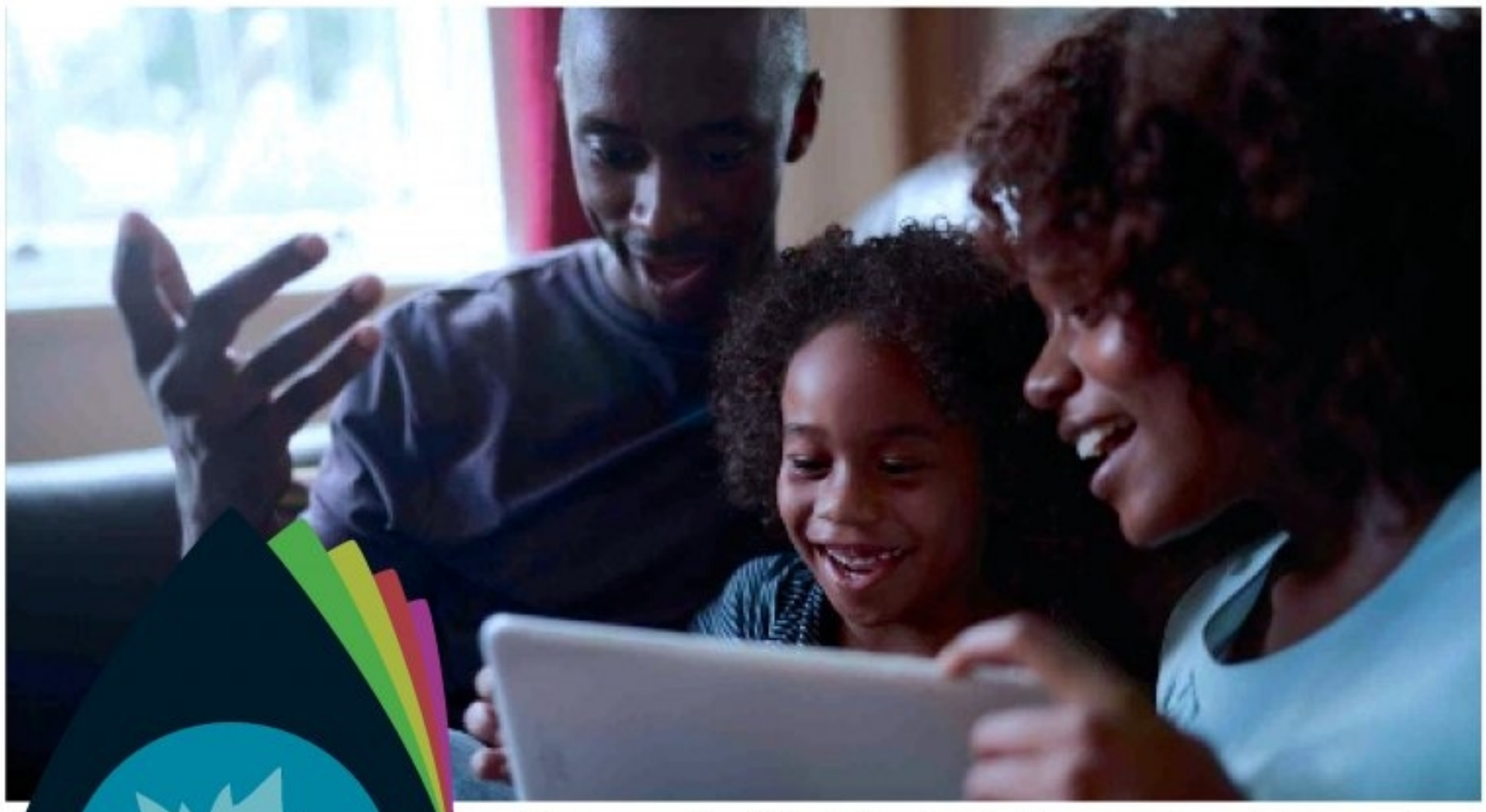
Unfortunately, more and more Canadian workers are struggling to establish their careers. Instead of actually sharing in the benefits of the much-hyped "sharing economy," average people are living precariously in today's labour market. For the first time in history, young Canadians are expected to earn less than their parents.

So I can't help but look at my own nine-year-old daughter with concern about what the future will hold for her. Will she be able to find secure, meaningful, full-time work? Will she be mired in a precarious existence for her lifetime? Is my generation leaving hers behind?

Many of today's young workers may never know the benefit of a lifelong career. Instead they will cycle through a lifetime of revolving door employment that is being dubbed the "job churn." Almost one-third are currently in temporary jobs, many work for multiple employers, and they are twice as likely to be unemployed. Despite being the most educated generation in history, young Canadians today struggle to find jobs that match their qualifications.

The consequences are more than just financial. In a recent survey by the Ontario Federation of Labour, nearly one-third of precarious workers said their most significant concern was how their work situation impacted their emotional health. That is a dramatic stress tax to pay for employment, and it isn't what my generation and my parents' generation wanted for our children and grandchildren.

Unions believe we can do better. We can work together to build a fair future, instead of relying on an unstable foundation of part-time, temporary, low-wage jobs.



Unions are working with federal and provincial governments to win better province-wide and national standards for workers, and help all Canadians build a better future for generations to come. ISTOCKPHOTO.COM

Fairness in our changing world of work starts with raising the minimum wage to at least $15/hour, because working for a living shouldn't mean living in poverty.

Fairness in our changing world of work starts with raising the minimum wage to at least $15/hour, because working for a living shouldn't mean living in poverty. Right now, Alberta is leading the way as they phase in a $15 minimum wage by 2018, and unions are working hard to convince other provinces and the federal government to do the same so there is a national standard for all Canadian workers.

Next, workers need predictable hours and paid time off for illness or emergencies. Otherwise they're left making the same impossible choices between family, health and work.

Many grocery store workers have felt the reality of unpredictability over the past several years, but recently, groups have started working with their unions to tackle that issue. More than 10,000 part-time workers at Ontario's Loblaws and Superstores won fairer scheduling and better hours. These workers now get minimum hour guarantees, and 10 instead of three days' notice when they have to work. Thousands of Metro store workers won similar improvements, which makes achieving work-life balance much easier, especially for parents or those working multiple jobs.

Another way unions are building a fair future is ensuring no worker ever has to choose between losing their job and staying in a violent relationship. As a result of unions' work, the Manitoba government passed legislation last year allowing a combination of paid and unpaid leave to victims of domestic violence seeking safety from abusers. Similar legislation is being considered in Ontario and Saskatchewan.

As our workplaces and communities change, unions are stepping up to meet the challenges in new ways. Unions are working with federal and provincial governments to win better provincewide and national standards for all workers, like the recent new restrictions on federal unpaid internships, a ban on asbestos and better pensions for everyone.

We're working with environmental and community allies to develop strategies for a just and fair transition for workers in industries affected by climate change. Together, we're building a vision of a clean growth economy that creates jobs, keeps communities thriving and reduces greenhouse gas emissions.

Together, we can do right by our children and grandchildren – we can turn the tide on precarious work and build a fair future for all Canadians. ■

Making work better for everyone. For Canada's unions, it's a labour of love.
Part-time, temporary, low-wage jobs are no way to live now, or build a future.
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Canadian Labour Congress
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ENERGY

Green shift: Ensuring justice for Alberta's coal workers

With Alberta moving to phase out coal-fired electricity generation in the province, a coalition of workers who will be affected has created a blueprint for a "just transition" plan focused on jobs, affected workers and their communities.

The Coal Transition Coalition's report looks at past successes and failures of other jurisdictions and recommends the government establish an Alberta Economic Adjustment Agency to manage the transition.

"The workers who have dedicated their careers to keeping the lights on need to be supported as they face the closure of coal-fired electrical plants and associated mines," Coal Transition Coalition chair and Alberta Federation of Labour president Gil McGowan says. "This government is a global leader and innovator in climate change policies – it can also be a leader in creating a path forward for workers in industries affected by these policies."

The coalition represents more than 3,000 workers concerned about fairness in terms of pensions, severance, labour-retention strategies and other workforce issues, such as economic diversification.

Last November, the Government of Alberta promised $195 million to support the transition.

In a statement, Economic Development Minister Deron Bilous says he has seen first-hand how phasing out of coal creates uncertainty for workers and their families.

"We are working respectfully and collaboratively with labour leaders and their members, power companies, the federal government and local governments to provide stability and build an economy for the future in coal communities," the minister says.

Bilous says the province worked with the federal government to secure an exception that could allow affected coal plants to continue operating past federally mandated end-of-life dates, by converting to non-coal-fired generation, including with natural gas.

The Alberta government has agreed to provide payments to three electricity companies – TransAlta, Capital Power and ATCO – to compensate for past coal-related infrastructure investments and provide options for them "to transition to new electricity generating methods that would create long-term economic opportunities for the communities they operate in," says Bilous.

> "We feel strongly that 'just transition' policy has to involve more than ensuring employers fulfil their severance obligations. We need plans for retraining and redeployment of people to other jobs."
>
> **Gil McGowan,**
> Coal Transition Coalition chair and Alberta Federation of Labour president

In return, the companies have agreed to fulfil existing and future legal obligations to employees, including severance and pension obligations.

The province appointed an Advisory Panel on Coal Communities to consult with economic development organizations, workers, labour and local leaders about the community impact of the coal phase-out – and how to best support coal communities through this transition.

According to Bilous, the "especially valuable" reports of the Coal Transition Coalition will be included in the panel's feedback to government later this year.

"We are very encouraged by the steps the government has taken so far, but we still need to do more work," says McGowan. "We feel strongly that 'just transition' policy has to involve more than ensuring employers fulfil their severance obligations. We need plans for retraining and redeployment of people to other jobs." ■

United Steelworkers 1595 member Debbi Labrecque, who works at the Highvale Mine west of Edmonton, is one of 3,000 Alberta workers to be affected by the planned phase out of coal-fired electricity. SUPPLIED

POLICY

What is a just transition for workers?

The transition to a clean economy – one that runs on clean energy instead of fossil fuels – holds great promise, but as Canada moves towards that goal, one group of workers cannot be forgotten: those whose careers have been tied to the fossil-fuel economy being phased out.

A just transition involves industrial transformation that will eliminate dependency on fossil fuels and completely overhaul the energy sector. It also requires policy that creates new jobs designed to reduced greenhouse gas emissions – so-called "climate jobs." Finally, it means looking out for the workers from the fossil-fuel energy industry, finding and offering appropriate compensation and, if needed, skills training.

All three pillars – industrial transformation, development of clean energy jobs and fair transitioning of employees – are "interdependent and interrelated to the point where all three must work together – one without the others won't work," says Tony Clarke, chair of the Green Economy Network.

The last time the U.S. imposed duties on Canadian lumber, 15,000 jobs were lost within months. Canada's resource communities can't afford to take another hit like this.

Visit unifor.org/softwood and tell the federal government to stand up to the Americans and save Canadian forestry jobs.

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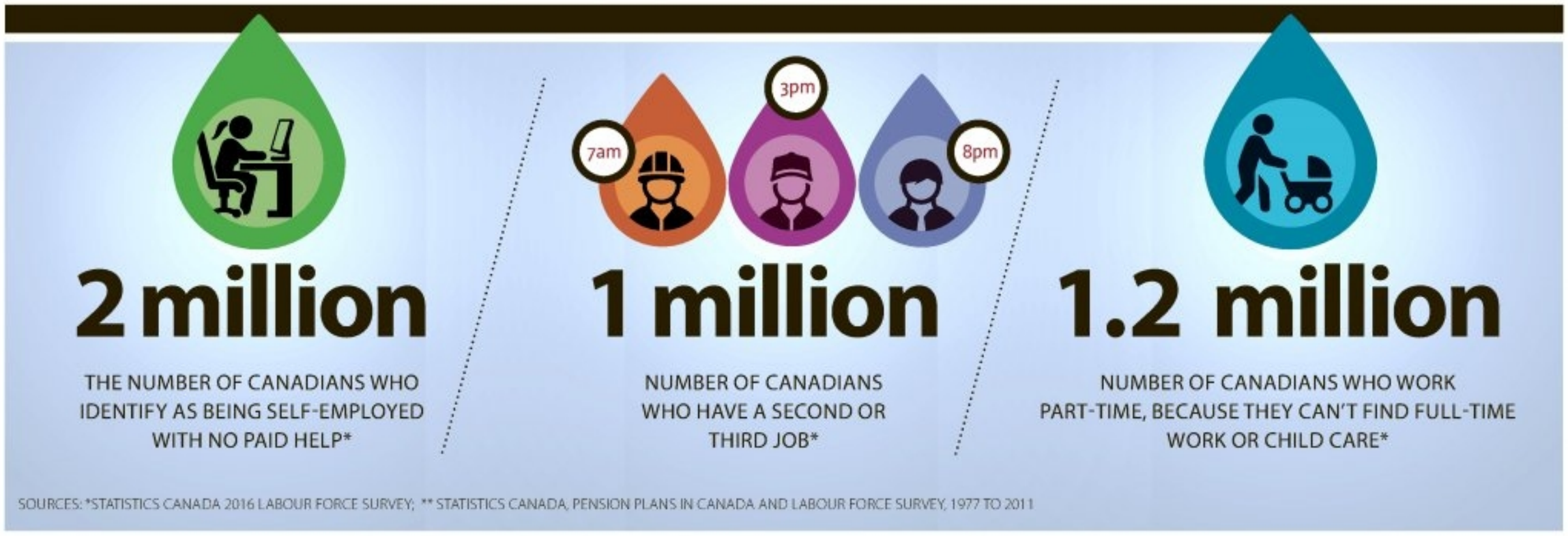
BY THE NUMBERS

Are you living on the edge?

Latest statistics portray the precarious lives of Canadians workers



2 million

THE NUMBER OF CANADIANS WHO IDENTIFY AS BEING SELF-EMPLOYED WITH NO PAID HELP*

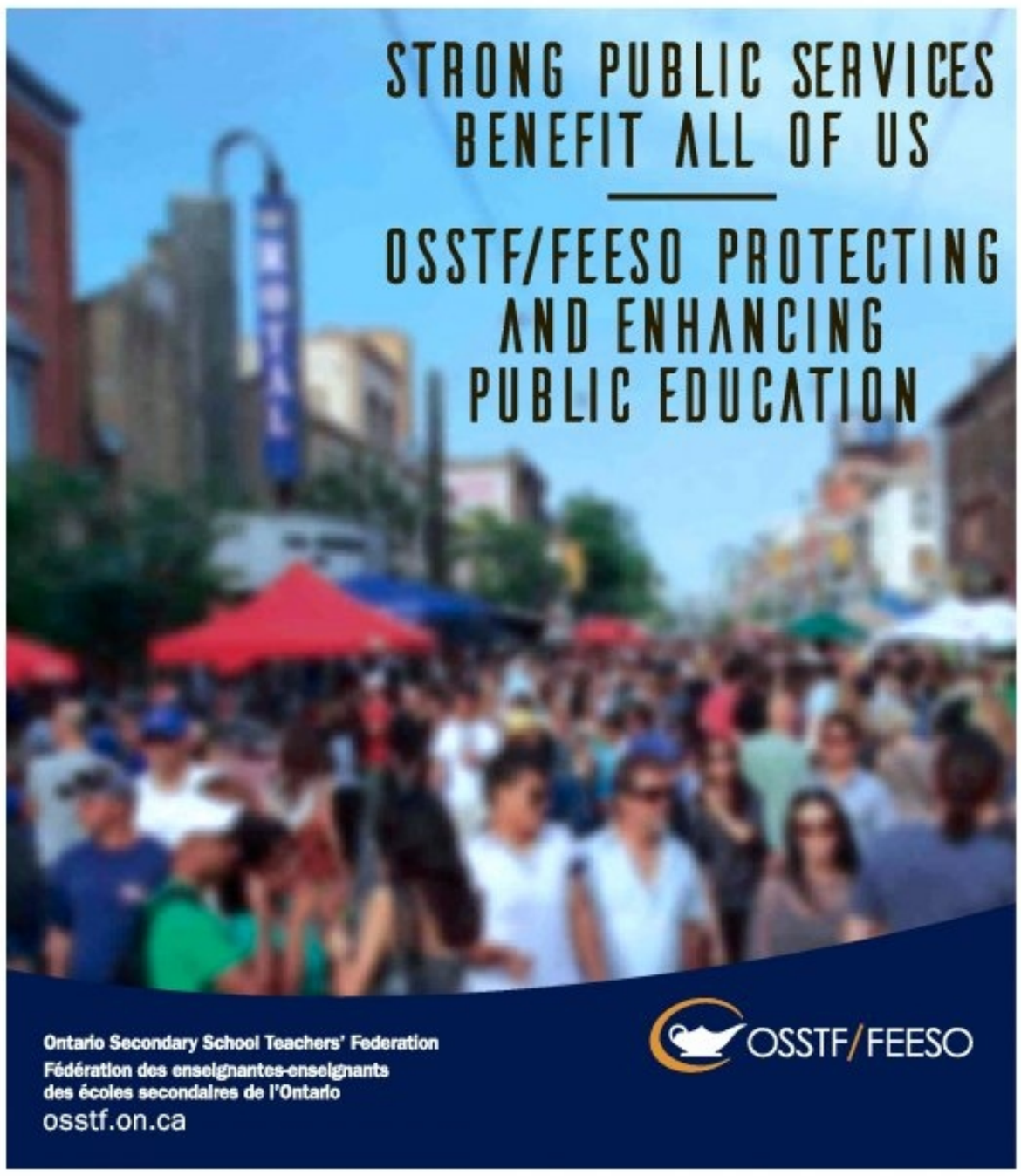
1 million

NUMBER OF CANADIANS WHO HAVE A SECOND OR THIRD JOB*

1.2 million

NUMBER OF CANADIANS WHO WORK PART-TIME, BECAUSE THEY CAN'T FIND FULL-TIME WORK OR CHILD CARE*

SOURCES: *STATISTICS CANADA 2016 LABOUR FORCE SURVEY; ** STATISTICS CANADA, PENSION PLANS IN CANADA AND LABOUR FORCE SURVEY, 1977 TO 2011



45% vs. **38%**

CHANGE BETWEEN THE EARLY '90S TO 2011 IN THE PERCENTAGE OF CANADIANS HAVING A REGISTERED PENSION PLAN**

ANALYSIS

The "gig economy"

Are companies like Airbnb and Uber the harbingers of a utopian 'sharing economy' where everyone benefits? Or are they lowering job standards and raising housing prices? Some say it is time to take a closer look.

In Seattle, for example, Uber driver Takele Gobena invested $14,000 in a car after being assured he would earn at least $25 an hour driving passengers. But with commissions, fees and auto expenses, he often netted about $3 an hour. After failing to make even minimum wage, after working up to 14 hours each day for Uber and Lyft, Gobena was instrumental in unionizing Seattle's drivers. "We just want a voice," he says.

Lis Pimentel, president of UNITE HERE Local 75, which represents hospitality workers, is campaigning for Airbnb oversight and regulation in the Greater Toronto Area. She says about 6,000 homes are currently listed on Airbnb in Toronto. "That is similar to three Royal Yorks and a Sheridan Centre operating with no accountability of any kind," she said in an earlier interview.

Promise them the stars, and the educators who'll help get them there.

Over 78,000 teachers, occasional teachers, and education professionals are dedicated to defending and improving publicly funded, public education in Ontario. The Elementary Teachers' Federation of Ontario knows that we cannot do this alone so we have embarked on a series of community forums and consultations about our schools. Our union, working in solidarity with communities and advocacy groups, is committed to building better schools and a more just Ontario.

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EQUITY

Addressing the gender wage gap

It's 2017, but Canada's working women are still making less money than men, a disparity that runs through all sectors of employment.

Although women in Canada are legally guaranteed equal pay for equal work – meaning that men and women working in the same job get the same pay – wage discrimination exists in jobs of equal value in fields traditionally dominated by women.

"Some jobs traditionally performed by women are given less value," says Vicky Smallman, director of women's and human rights at the Canadian Labour Congress. "For example, truck drivers, who are often men, are paid more than child care workers, who are often women."

The situation is even worse for women who are indigenous, racialized or who have disabilities, she says.

Pay equity can combat that kind of wage discrimination by requiring employers to evaluate and compare jobs based on gender-neutral criteria, Smallman says. Ontario and Quebec have laws that require pay equity, but they only apply to sectors within provincial jurisdiction, and Ontario's only applies to public-sector workers.

"We want the same rules for federal jurisdictions, such as transportation and fisheries," Smallman says. "We want the federal government to table the proactive legislation suggested by its Pay Equity Task Force in 2004. They've promised to table it by 2018, but why not now?"

Unions, she says, are also negotiating with employers to address systemic discrimination.

"Just being part of a union helps narrow the wage gap," she says. "We negotiate fair wages for workers, but having legislation gives us tools to address systemic wage disparity." ■

The Canadian Labour Congress is asking the federal government to table the proactive legislation suggested by its Pay Equity Task Force in 2004, and bring pay equity to women. SUPPLIED

FAIRNESS

Seeking economic justice:

Pay equity, child care and domestic violence leave

PAY EQUITY: Despite the inclusion of 113 action items in the 2004 Pay Equity Task Force report, work traditionally performed by women continues to pay lower wages. The federal government says it will enact legislation by 2018. Why not 2017?

CHILD CARE: A national child care system would address sky-high fees and help parents, especially women, join the labour force. Let's get it done.

DOMESTIC VIOLENCE LEAVE: A third of workers in Canada have experienced domestic violence. Paid leave helps victims escape without fear of job loss. Manitoba's government recently granted five days. The rest of Canada should follow suit.

Canada is stronger with quality public services

Members of the **Public Service Alliance of Canada** know first-hand the impact that years of cuts have had on the quality of Canada's public services.

We have urged the federal government to substantially restore and improve these services. We are encouraged by recent investments in food safety and transportation infrastructure, but much more is needed to restore the services Canadians rely on.

The federal government also requires a stable, permanent workforce with adequate resources in order to consistently deliver the high-quality public services Canadians deserve. Turning public services over to private companies to turn a profit and relying on workers in precarious jobs means lower quality services and higher costs to Canadians.

Our members are committed to

- keeping the food we eat and the medicines we use safe
- helping our veterans
- protecting our environment
- maintaining our national parks and historic sites
- supporting immigrants and refugees
- working to keep illegal drugs and guns out of our country
- making sure our seniors are receiving their CPP, Old Age Security and Guaranteed Income Supplement cheques

These are just a few of the public services our members provide. Supporting the people who deliver the vital services Canadians depend on is in everyone's interest.

In 2015, Canadians voted for the promise of real change. Stronger public services are part of the change they wanted.

A message from National President Robyn Benson, on behalf of 180,000 PSAC members.

www.psacunion.ca @psacnat facebook.com/psac.national

PSAC AFPC
Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

OUR MEMBERS ARE WORKING FOR CANADIANS EVERY DAY

The **Public Service Alliance of Canada** represents more than 180,000 workers in every province and territory in Canada and in locations in other parts of the world.

PSAC continues to grow and evolve. Our varied membership includes not only federal public service workers but workers in post-secondary institutions, in territorial governments and northern cities and towns, and in services such as women's shelters, among others.

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PSAC AFPC

Public Service Alliance of Canada
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THE WESTRAY LAW

Holding employers accountable for safety

In the early morning of May 9, 1992, an explosion at the Westray Mine in Pictou County, Nova Scotia, killed 26 miners working underground.

It was one of the deadliest mining disasters in Canadian history. The United Steelworkers lobbied for years and in 2004 won changes to the Criminal Code – known as the Westray Law – that made it possible for police to lay criminal charges when corporate negligence results in a workplace death.

Despite this legal change, to date only four corporations have received a criminal conviction, and only one has been sentenced to prison.

"When criminal negligence results in a worker's death, it is a crime and should be treated that way," said USW Canada National Director Ken Neumann.

Christian Bruneau has experienced the flaws in the system first-hand. His son, Olivier Bruneau, was killed in a construction accident in Ottawa on March 23, 2016. Almost a year later, the Ministry of Labour has laid charges against Bruneau's employer, but a criminal negligence investigation by police has stalled.

"Every worker in the industry has the right to assume that he will go back home at the end of the day and look after his loved ones. This is a right," Christian Bruneau said to the crowd at the Ottawa Day of Mourning event last year.

> "Steelworkers campaigned long and hard to prevent these kinds of workplace tragedies, but if the law isn't enforced, employers can keep cutting corners and risking workers' lives."
>
> **Ken Neumann,**
> Canada National Director, United Steelworkers

"That right was compromised when the workplace was not safe. Olivier did not come back home on [March] 23rd, and the life of his family was forever devastated," he added.

"Steelworkers campaigned long and hard to prevent these kinds of workplace tragedies, but if the law isn't enforced, employers can keep cutting corners and risking workers' lives," Neumann said.

The Canadian Labour Congress and USW are calling on government to mark this year's 25th anniversary of the Westray explosion by acting now to ensure enforcement of the Westray Law.

In response to unions' call, the federal government has committed to working with the Canadian Labour Congress (CLC) and its members, with employers, and with provincial and territorial partners on the issue. This includes doing more to ensure labour inspectors and law enforcement officials are trained in provisions of the law, and sharing best practices across jurisdictions.

In an online petition at *Remember Westray.ca*, the CLC is calling on provinces and territories to work closely with the federal government on an urgent action plan to close the enforcement gaps.

"There are clear steps our governments can take to prevent more families going through what the Bruneaus are facing," CLC president Hassan Yussuff added. ■

Top: The Canadian Labour Congress and the United Steelworkers are calling on government to mark this year's 25th anniversary of the Westray tragedy by ensuring enforcement of the Westray Law, which can hold employers accountable for workplace deaths. Bottom: Wreaths mark the National Day of Mourning for Canadian workers killed or injured on the job, Ottawa, April 28, 2016. SUPPLIED

ISLAMOPHOBIA

Standing against racism and discrimination

Unions use collective bargaining to push for fair wages and benefits, as well as advance workers' human rights and protect against discrimination.

In a recent case, a food-service subcontractor at York University in Toronto denied a supervisory position to an employee because of her Muslim practices, including the wearing of a "hijab" head scarf.

The employee filed a human rights complaint, and her union, UNITE HERE Local 75, filed a grievance. She was then awarded a supervisor's position in the bargaining unit.

"We believe this positive outcome would not have occurred had she not stood up for herself and been supported by the union," says David Sanders, organizing director of Local 75. "This past fall and winter, her and other workers' experience with racism and Islamophobia helped lead the union and campus allies to forge a strong coalition going into collective bargaining and this spring's strike.

"The employees were also making poverty wages, and we negotiated a breakthrough agreement with a $15 per hour minimum wage for all workers," he says.

Concerned that the U.S. travel ban against primarily Muslim countries has further inflamed Islamophobia, the Canadian Labour Congress and the AFL-CIO in the U.S. jointly affirmed their commitment "to ensuring that our societies are welcoming and egalitarian, and that we pursue policies that respect the dignity and rights of all working people." ■

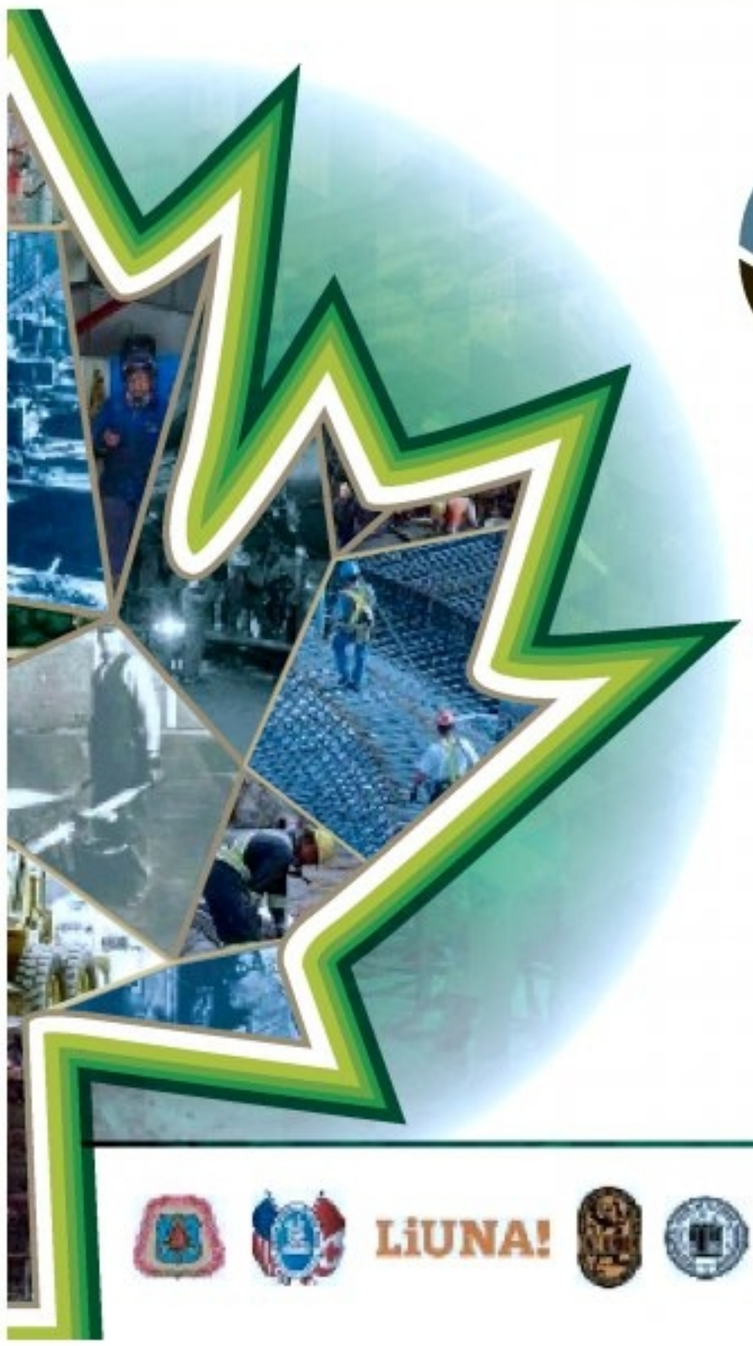
FILM

Virtual-reality film simulates refugee camp experience

Imagine living in a refugee camp in your home community. Canada's unions have offered Canadians a glimpse of that experience with a unique, immersive "Refugee Crisis" video. With a 360-degree view, the video simulates the harsh reality of being forced to flee your home as a refugee – as if it were happening in a Canadian town.
[facebook.com/fairnessworks.ca]

This online film is part of unions' ongoing work to support refugee resettlement efforts. "We felt it was important to help Canadians understand what people go through before they arrive here as refugees," says Marie Clarke Walker, executive vice president of the Canadian Labour Congress (CLC). "The Syrian refugees we are now taking in have lived in a war zone, which is a remote experience to most Canadians. When you can live in someone else's shoes, you develop more compassion and empathy," she adds.

Canada's unions also raised over $300,000 for refugee families, and the CLC developed a resource kit to encourage members to donate money and household items, and build friendships with refugees.



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To learn more about us, please go to www.pwu.ca

FROM THE MEN AND WOMEN WHO HELP KEEP THE LIGHTS ON.

POWER WORKERS' UNION

metro SPORTS

Hip-hop artist Travis Scott has designed the Rockets' T-shirt giveaway for Game 6 against the Spurs emblazoned with the team slogan "Run As One"

Hockey mania in Music City

2017 NHL PLAYOFFS
WESTERN FINAL AWAITS

Tennesseans enamoured by plucky Preds' deep spring run

A radio engineer measured the decibel level at 121.7 late in Nashville's last home game. The NHL may have bigger buildings than Bridgestone Arena, whose official capacity is 17,113. The Predators insist none is louder.

The place known as Smashville is ready for its close-up.

The Nashville Predators have reached their first Western Conference final in franchise history and that has spread hockey fever far beyond their arena and the team's loyal legion of fans. Stars from Carrie Underwood to Lady Antebellum are lining up to sing the national anthem and the likes of John Hiatt and Lee Greenwood are singing with the house band during intermissions.

Not only do Predators' flags and banners drape Nashville's famous honkytonks, they now hang from front porches in the suburbs of Music City.

"You can't drive through a neighbourhood without seeing a flag," Predators president Sean Henry said. "So it's fun to tap into a passion that this community has for sports, and right now it's all about the Nashville Predators."

College football may be king in the South and NASCAR remains popular, but hockey certainly has a foothold. It's not unusual anymore for a Southern team to be in the mix for a Stanley Cup championship — this just happens to be the first time that Nashville has made it this far.

The Predators are on their best post-season run yet and the longest by either of Nashville's two major league franchises in 14 years. Shoot, the NFL's Tennessee Titans haven't reached the playoffs since 2008 and last reached the AFC championship in 2003.

That's why most TVs were tuned to hockey at a local barbecue joint after the Predators ousted St. Louis in six games. People wanted to watch Nashville's next opponent, either Anaheim or Edmonton.

Nashville native and PGA golfer Brandt Snedeker said he's never seen so much yellow walking around downtown before Game 4 against the Blues. Everyone in his child's class at school has Predators' gear, too.

"To feel the energy on the ice was unlike anything I've felt in sports before," said Snedeker, who brought the Ryder Cup with him to the game. "It was such a dynamic, electric atmosphere to see all that energy in one place pulling for one team and doing something only Nashville would do in the right way … it was awesome to watch."

The Titans have been very supportive. Pro Bowl running back DeMarco Murray stirred up fans waving a rally flag for one game, while coach Mike Mularkey and general manager Jon Robinson regularly wear Predators gear. During a rain delay, the Triple-A Nashville Sounds showed the Predators' playoff game a few blocks away on their guitar-shaped video board. The Vanderbilt Commodores watched the end of Sunday's clincher on their own video board after their own game.

Former Bills and Jets coach Rex Ryan is a season-ticket holder who attended playoff games in St. Louis and Nashville. Former Titans coach Jeff Fisher also was at a recent playoff game.

"People just want to be with this team, and we just love this fan base," Henry said.

"They're on their feet the entire game," defenceman Ryan Ellis said. "You don't see that at a lot of hockey games. It almost feels like a college football game of some kind."

THE ASSOCIATED PRESS

$2,000

P.K. Subban has been fined $2,000 for embellishment after taking a hit from St. Louis's Joel Edmundson during their during Game 4 of their series. It was Subban's second citation.

Go to metronews.ca for more sports coverage including Wednesday's Game 7s and Jays vs. Cleveland.

MLB

Sanchez nearing return

Aaron Sanchez had been there before: sitting in the Blue Jays dugout, covering his right hand with the hem of his shirt, talking to reporters about the state of the nail on his middle finger.

Last time it was mid-April. He'd been battling blisters and hoped that having a strip of the nail removed lengthwise would quell the problem.

Aaron Sanchez
GETTY IMAGES

This time, he was discussing his looming return from the 10-day disabled list, after the nail split across the width in his last appearance — an inning of work April 30.

Sanchez and the Jays have erred on the side of caution this time. He pitched an extended spring training game on Tuesday in Florida, 60 pitches over four innings.

Sanchez said, adding he felt no pain afterwards.

He plans to throw a side session in Toronto on Thursday and start against the Seattle Mariners here on Sunday afternoon.

The key for Sanchez on Tuesday was throwing all of his pitches for strikes with control. He pronounced that a success.

TORSTAR NEWS SERVICE

CHAMPIONS LEAGUE

Real Madrid finishes city rival Atletico

Defending champion Real Madrid withstood an early onslaught by Atletico Madrid to reach a third Champions League final in four years despite a 2-1 loss to its city rival on Wednesday.

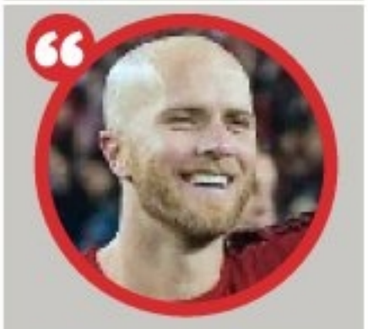
Atletico, which trailed 3-0 after the first leg, scored twice in the first 16 minutes at the Vicente Calderon Stadium to move within a goal of sending the semifinal second-leg into an extra time. But Francisco (Isco) Alarcon netted a crucial away goal for Real Madrid before halftime to secure a 4-2 victory on aggregate and a spot in the final against Juventus on June 3 in Cardiff.

Cristiano Ronaldo
GETTY IMAGES

Madrid will try to become the first team to win back-to-back titles since the competition's new format was created in 1992.

THE ASSOCIATED PRESS

MLS



We feel like we have the best team in the league.

Toronto FC captain Michael Bradley before Wednesday night's game in Columbus.

PYEONGCHANG 2018

Schuler's goal is more gold of course

Laura Schuler just bought a house in New Hampshire. She won't be living in it much this year.

Schuler will relocate to Calgary in July and begin preparing for what she and the country hope will be a fifth straight Olympic gold medal in women's hockey next year in South Korea.

Hockey Canada named the 46-year-old from Toronto head coach of the Olympic team Wednesday.

"The journey is going to be incredible and it's also going to be incredibly hard," Schuler said.

The 28 players invited to try out for the team will be announced Thursday.

Laura Schuler
GETTY IMAGES

Schuler is the first former player to serve as Canada's head coach.

THE CANADIAN PRESS

INJURY NOTES

DH Kendrys Morales was "a little sore" after leaving Tuesday's game with a hamstring strain and will be re-evaluated later this week.

Troy Tulowitzki SS If all goes well with a rehab assignment, he could return to from a hamstring tweak on Wednesday.

Josh Donaldson 3B John Gibbons confirmed recently that he's behind Tulowitzki in recovery from calf injury.

Russell Martin C Will rest for another three days before testing his inflamed non-throwing shoulder.

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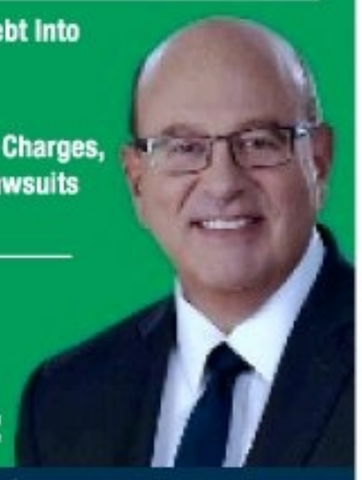

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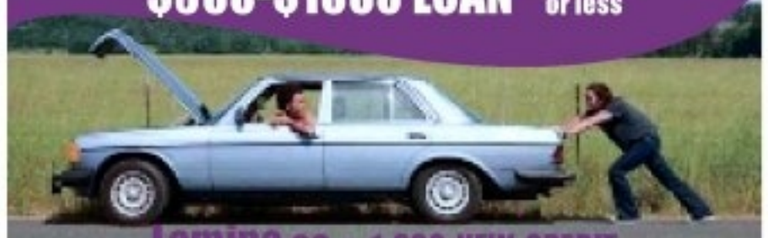

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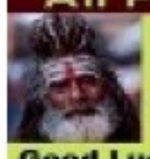

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MAKE IT TONIGHT

Gingery Grilled Salmon and Zucchini

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

Get your brain food with this salmon dish that is the perfect meal after a busy day when your mind is working at half capacity but dinner still needs to be made.

Ready in 55 minutes
Prep time: 25
Cook time: 35
Serves: 4

Ingredients
- 3 filets of salmon
- 2 or 3 small zucchinis
- 1 tsp grated ginger
- ¼ cup soy sauce
- 2 Tbsp rice wine vinegar
- 1 Tbsp sesame oil

Directions

1. Soak wooden skewers in water for at least 20 minutes. Whisk together the ginger, soy, vinegar and sesame. Place salmon filets in the marinade for 20 minutes

2. Remove the salmon from the marinade and cut the filets into chunks – maybe 1 x 2 inches – and set aside.

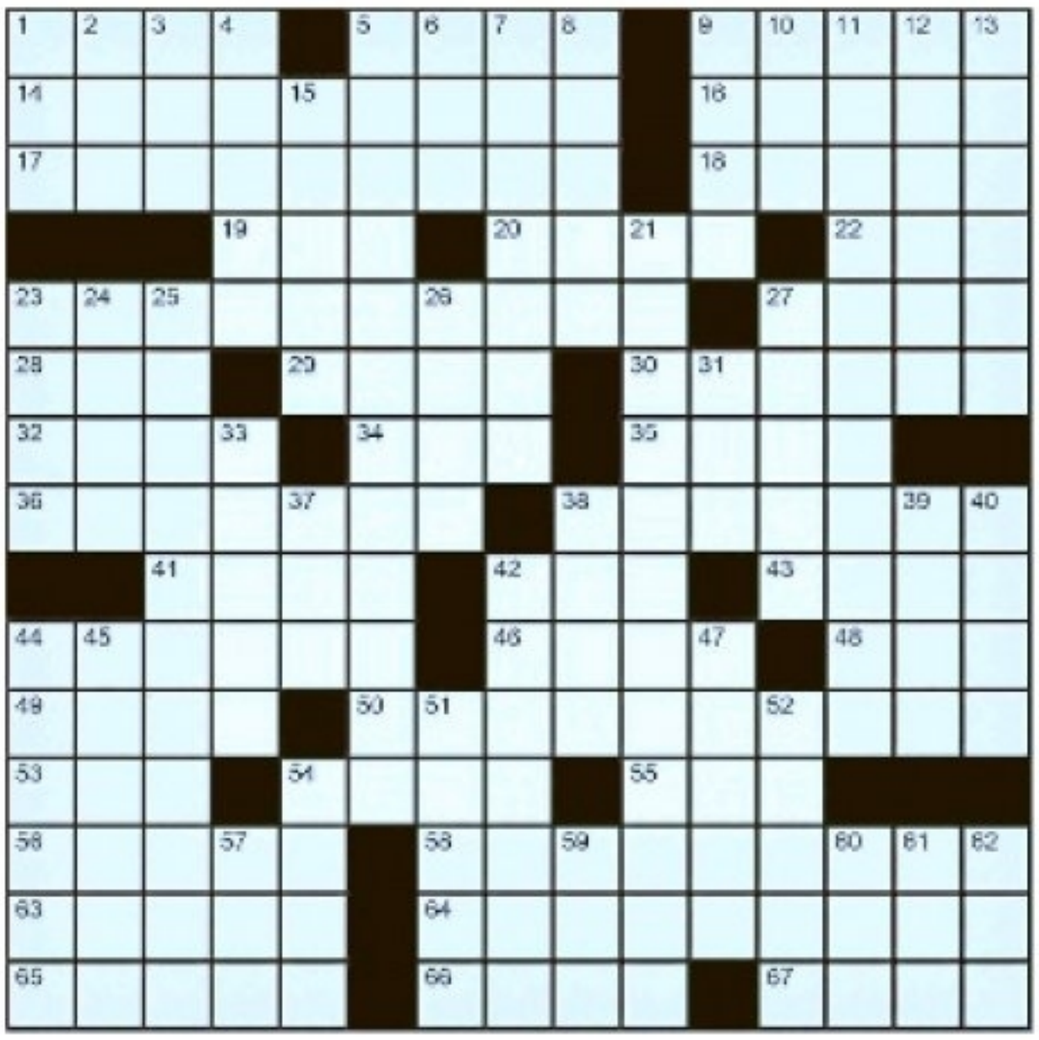
3. Slice the zucchini into rings and toss in the marinade quickly. Thread the fish and veggies onto the wooden skewers.

4. Preheat your grill or grill pan to medium high and wipe the grill with oil. Place the skewers over the heat and give each side about three minutes before turning.

FOR MORE MEAL IDEAS, VISIT SWEETPOTATOCHRONICLES.COM

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. Org. on Discovery Channel's "Mayday"
5. Seasonal bugs
9. Chef Mr. Lee
14. 1879 novel by Victorian writer George Meredith: 2 wds.
16. Dried plum
17. Duck-billed Late Cretaceous herbivore that once roamed #25-Down
18. Songbird sort
19. Mr. Begley Jr.'s
20. Oohs' pals
22. Cacharel perfume
23. "You may be dismissed now.": 3 wds.
27. Popeye's sweetie Olive, and others
28. Mr. Harrison
29. Airline to Israel: 2 wds.
30. The Clash's "Rock the _"
32. "How _ Your Mother"
34. 1997 Sugar Ray chart-topper
35. "2001: A Space Odyssey" (1968) star Mr. Dullea
36. Shipping sea sludge, say: 2 wds.
38. Implore
41. Yesterday: French
42. Stallion's snack
43. One-of-a-kind
44. 'Nothing' in Rome
46. Dada artist Jean, and family
48. Mary _ (Cosmetics company)
49. '80s hit: "In _ _ Country"
50. Telethons, when carried by multiple networks
53. Blondie singer Ms. Harry, to pals
54. Bygone Ford cars
55. Swiss river
56. Ms. Ryan of "The Beverly Hillbillies"
58. Super-small
63. De _ (Movie star Robert, and surnamesakes)
64. Required
65. High wave
66. Vexed vocalization!
67. Formerly moments of respite: 2 wds.
12. 7UP 'The _'
13. Bring up those same old complaints
15. 'In _ _ Trust'
21. Jet or Oiler: 2 wds.
23. Deuce-ace
24. Prefix to 'sphere'
25. High Arctic island located in Nunavut: 2 wds.
26. Composer Mr. Schifrin
27. Wickerwork material
31. Old Rome bronze money
33. Connecting/securing
37. Receive
38. Alberta: _ _ Ranch National Historic Site of Canada
39. Suffix with 'Pluto' (Rich ruler)
40. Canadian luggage brand
42. Cage's wheel-runner
44. Chuck Berry title song lady
45. Airline of Spain
47. Strikebreakers, in slang
51. Picking from a police lineup
52. Come about
54. _-majeste (High treason)
57. And not
59. PC monitor
60. Sailor, Jack-_
61. Dads to Jr.s
62. St. John's International Airport code

DOWN
1. Utmost
2. Jennifer Lopez's 'J to _ L-O!'
3. But, Latin-style
4. Prince's "Raspberry _"
5. #25-Down's paleobotany paradise: 2 wds.
6. _ Fail (Irish coronation stone)
7. Most times
8. Valued violin [abbr.]
9. Summertime lotion nos.
10. William Tell's canton
11. Cloudy day's

IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
Communicating with others, especially with siblings and relatives, is difficult today because you're not sure what you should say. When in doubt, say nothing.

Taurus April 21 - May 21
This is a poor day to make important financial decisions, because your information might not be correct. It's possible that someone is deceiving you. Be careful.

Gemini May 22 - June 21
You feel tired and lethargic today. Don't worry, because we all have days like this. Don't be hard on yourself or judgmental of others.

Cancer June 22 - July 23
Something going on behind the scenes worries you today. The strange thing is that you might not even know what it is. Alot of people feel this way. No worries.

Leo July 24 - Aug. 23
You will find it difficult to assert yourself in a group situation today. Don't worry about this. It's probably best to sit back and see which way the wind blows. Play it safe.

Virgo Aug. 24 - Sept. 23
This is not a good day to be aggressive when dealing with bosses, parents and VIPs. There's too much confusion. Plus, at heart, you do not feel fully confident. Sit this one out.

Libra Sept. 24 - Oct. 23
Don't get ensnared in arguments about religion and politics today. You might not be sure how to respond or what to endorse. Take it easy.

Scorpio Oct. 24 - Nov. 22
Disputes about shared property, inheritances and anything that you own jointly with others will be confusing today. You won't properly defend your best interests. Avoid these discussions.

Sagittarius Nov. 23 - Dec. 21
Discussions with friends and partners are discouraging today. That's because you feel like you don't know what's really going on. Don't worry — you are not alone.

Capricorn Dec. 22 - Jan. 20
Do not throw your weight around at work today — there's too much confusion, and people are unsure of what to do and how to do it. Sit back and go with the flow.

Aquarius Jan. 21 - Feb. 19
This is a classic day for confusion when dealing with romantic partners. Remember: Unexpressed expectations almost always lead to disappointment.

Pisces
Feb. 20 - March 20
Be patient with and tolerant of family members today, because misunderstandings will be rife. You might feel let down by others. It's very likely that they feel the same way.

CONCEPTIS SUDOKU by Dave Green

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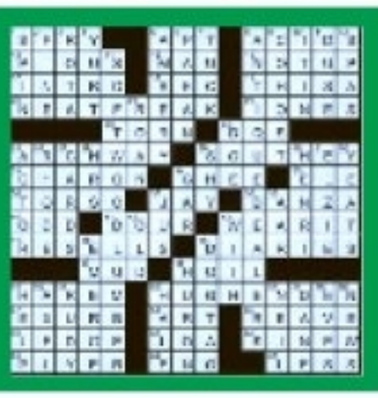

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